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## For Our Information, November 1949, Vol. II, no. 7-8

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## For Our Information, November 1949, Vol. II, no. 7-8

### **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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FOR OUR INFORMATION

**F.O.I.** appears bi-weekly from 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. A report of the Joint Legislative Committee on Industrial and Labor Conditions states, "The most satisfactory human relationships are the product, not of legal compulsion, but rather of voluntary determination among human beings to cooperate with one another." In the same spirit, F.O.I. is dedicated to our mutual understanding.

EVERYONE INVITED TO ILR "OLD FASHIONED ELECTION PARTY" TUESDAY EVENING, NOV. 8;  
PARTY WILL CELEBRATE SCHOOL'S 4TH ANNIVERSARY

Members of the faculty, staff and student body of the ILR School are invited to an Old Fashioned Election Night Party on Tuesday, November 8, in the Ivy Room of Willard Straight. The party is being given by the faculty, graduate students, and staff for undergraduate students of the ILR School. Husbands and wives are invited and all are urged to come and wear clothes suitable for square dancing. The fun will begin at 8:00 P.M. Refreshments, square dancing, election returns, a floor show, and other entertainment will be provided. Chairman of the Steering Committee for the party is Leone Eckert, Research Associate.

NINE ILR STUDENTS ACTIVE ON GRIDIRON

ILR School can be proud of its nine representatives on the football gridiron this fall. Three ILR students are on the varsity team, three on the junior varsity, and three in the Big Red Band.

Juniors Jeff Fleischman (Plainfield, N.J.) and Eric Jensen (Brooklyn Tech), and Sophomore Stuart Merz (Elberon, N.J.) have thrilled followers with their stellar play. Fleischman and Merz are backs while Jensen holds down a tackle berth.

Active on the junior varsity squad are Andrew Janetos (Hamilton, Ohio) and Thomas Fyvie (Schenectady), and John McCarthy (Rochester) is playing with the Frosh eleven.

Adding color to every game are George F. Truell (Islip, L.I., N.Y.) Alan Cook (Hudson, N.Y.) and Reese Hammond (Nutley, N.J.) as they march with the Big Red Band.

BOOK BY PROF. JEHRING HIGHLY PRAISED

"Shop Safety Education," a book recently published for use in teaching industrial techniques for accident prevention in the school shop and laboratory, has been commended by Wayne P. Hughes, Director of School and College Division, of the National Safety Council. "Shop Safety Education" was prepared under the direction of Professor J. James Jehring and Frederick Theurer, Supervisor of Vocational Education, Buffalo, N.Y.

"To my knowledge, 'Shop Safety Education' is the most comprehensive book on school shop safety that has been released. I wish every shop teacher in the nation might have a copy of it. It should make an excellent textbook for

schools preparing shop teachers," states Mr. Hughes. "I am especially impressed by its coverage and the manner in which the many subjects are handled. In addition, it has real eye appeal and is excellent in readability."

Professor Jehring is a member of President Truman's Committee on Industrial Safety, co-founder and leader in the New York State Audio-Visual Council, and Editor of the "School Shop Newsletter" of the National Safety Council.

#### ILR PLAYS HOST TO SAFETY ENGINEERS

The ILR School is playing host to the Central New York Chapter, American Society of Safety Engineers, on Thursday, November 17. The group will be welcomed by Dean Gatherwood after which they will tour the Nuclear Physics Laboratory. Coffee will be served the group in the faculty lounge. Professor J. James Jehring, a member of the Central New York Chapter, is in charge of arrangements for the visit.

#### FACULTY AND GRADUATE STUDENTS ATTEND CONFERENCE IN SYRACUSE

Professors Earl Brooks, John M. Brophy, Paul Gordon, Richard Dean, Instructor, and graduate students Charles Rohmann, Fred Gelberg, Frank Hollands, Edgar Wallace, Walter Suskind and Ed Rittenhouse spent Thursday, November 3rd in Syracuse attending the Central New York Personnel Conference at the Hotel Onondaga.

The School had a four-panel exhibit on display at the Personnel Conference, together with printed materials and research bulletins for distribution.

#### PROFESSOR PAUL GORDON TO WED

Mr. and Mrs. John Keany of Staten Island, N.Y. have announced the engagement of their daughter, Mary, to Professor Paul Gordon of the ILR School. The wedding will take place in Staten Island on January 28. Miss Keany attended Hunter College and is presently employed in Union Carbide and Carbon Laboratory Department. Gordon, now canvassing for an apartment, welcomes any leads.

Gordon, who got a B.B.A from City College of New York and an M.B.A. from Cornell, has been employed in the economics department and as job analyst for the Standard Oil Company.

#### PROF. NEUFELD ARRANGES LEHMAN'S VISIT TO ITHACA

Professor Maurice F. Neufeld of ILR was in charge of arrangements for the short stop-over which Herbert H. Lehman made in Ithaca on Wednesday, October 19th. Lehman, Democrat candidate for U.S. Senator, arrived in Ithaca Wednesday morning, spoke briefly over Station WHCU, where a reception was held in his honor, and then moved on to Binghamton.

#### MORE ON WHAT ILR GRADUATES ARE DOING

Philip Campbell '49 is sales trainee with Smith Restaurant Supply Company, Syracuse.

George Didio '48 is a tool crib attendant with the Chicago Pneumatic Tool Company, Utica.

John Owens '49 is a member of the research staff of the A.F. of L., Washington, D. C.

Richard Reilly '49 is a field representative, General Motors Acceptance Corporation, Elmira.

#### PROF. FOLTMAN ASSISTS WITH POLICE EXAM

Professor Felician F. Foltman of ILR is assisting local Civil Service Commissioners in preparing and conducting a police examination to be given in Ithaca on December 3. Professor Foltman is working with Commissioners James V. Davis, Elizabeth N. Albright and H. E. Shackleton on the examination.

#### THREE ATTEND ECONOMIC CONFERENCE IN ROCHESTER

Professors M. Gardner Clark, Robert H. Ferguson and graduate assistant Louis Salkever, attended a conference on the teaching of economics in Rochester on October 22. The conference, sponsored by the Central New York Economics Association, was attended by approximately 50 representatives of upstate New York colleges and universities. Among the conference speakers were Frank Smith, dean of the University of Rochester Graduate School, Otakar Kutwirt of the University of Rochester staff, and Edmund King, chief statistician of Eastman Kodak. The next meeting of the Association will be held at Union College, Schenectady.

#### PROFESSOR MCCONNELL DEFENDS NATIONAL HEALTH INSURANCE

Professor John W. McConnell supported the National Health Insurance Bill in a panel discussion held October 21 by the Cornell Social Work Club. Upholding opposite views were an Ithaca surgeon and two members of the local A.M.A. According to Professor McConnell, precedents for nationalism such as free public education have been set in the past, and voluntary medical service plans or federal subsidizing of state programs, the alternatives proposed by opponents of the bill, are inadequate to fill the need. His opponents on the panel took the view that the bill, if passed, would result in a great amount of politics and red tape.

#### JULIUS A. THOMAS OF THE NATIONAL URBAN LEAGUE ADDRESSES ILR CLASSES

Mr. Julius A. Thomas of the Industrial Department, National Urban League, visited the ILR School on Friday, October 21st. He spoke at Professor Duncan MacIntyre's class in Protective Labor Legislation and Professor John McConnell's seminar in Comparative Protective Labor Legislation.

#### PROF. KONVITZ PARTICIPATES IN JOHN DEWEY ANNIVERSARY PROGRAM

Professor Milton Konvitz discussed the contributions of John Dewey to industrial culture before a Willard Straight group on October 20, anniversary of the philosopher's 90th birthday.

Konvitz took as the basis of his presentation Dewey's revisions and adaptations of early democratic thought as exemplified by Thomas Jefferson. Both philosophers recognized the dependence of political institutions on social organization and culture.

Whereas Jefferson could never escape the dualism between his theory of political democracy and his mistrust of the urban masses, Dewey adapted the social theory to the realities of the modern industrial culture, Konvitz added.

Professor Konvitz also discussed the role of language in law before Professor Harrop Freeman's seminar in Jurisprudence at the Cornell Law School on October 20th.

#### INDUSTRIAL EDUCATION CLASS VISITS AREA PLANTS

Professor C. Kenneth Beach's class in Industrial Occupations and Processes has toured several industrial plants in the area to get a firsthand view of their operations. On October 11 they visited Carrier Corporation in Syracuse, and on October 18 and 25 visited the Endicott-Johnson factory and tannery in Endicott and the Onondaga Pottery Company in Syracuse.

#### DEAN M. P. CATHERWOOD SPEAKS AT "CAREERS FOR YOUTH" FORUM

Dean M. P. Catherwood, participating in a panel discussion at the Second "Careers for Youth" Forum, spoke on "The Role of Education in Industrial and Labor Relations." Held at the Hotel St. George in Brooklyn on October 19th, the forum was sponsored jointly by the State University of New York Institute of Arts and Sciences and the "Brooklyn Eagle." Other speakers on the panel with Dean Catherwood were Mr. Edward J. Collins, Vice President and Secretary, Fifth Avenue Coach Company and George A. Brenner, Senior Partner of Brenner, Butler and McVeigh.

#### PROFESSOR HYATT SPEAKS ON PUBLIC RELATIONS

On October 20th Professor Dave Hyatt spoke on "Public Relations" to members of Phi Delta Theta fraternity.

On November 3rd he participated in a panel sponsored by Phi Delta Kappa, honorary educational fraternity, on "Public Relations and Education." Whitman Daniels, Director of Public Relations for Cornell University and Professor William B. Ward, Director of Extension Teaching and Information of the College of Agriculture, also participated in the panel.

#### PROF. BEACH APPOINTED TO TRADE & INDUSTRIAL EDUCATION COMMITTEE

The Trade and Industrial Division of the U. S. Office of Education has appointed Professor C. Kenneth Beach to the Committee on Evaluation Procedures in Trade and Industrial Education of the North Atlantic States Region.

#### PAINTINGS BY ITHACA ANS DISPLAYED IN COFFEE ROOM

The Ithaca Art Association has lent the ILR School six paintings by Ithaca artists for display in the Coffee Room. Among the paintings is one titled "Eze sur Mer" by Mary Beal, wife of graduate assistant Ed Beal.

#### ILR ALUMNI IN ITHACA FOR HOMECOMING

A number of ILR graduates were seen at the Princeton homecoming game on Saturday, October 22. Some of them were: J. Robert Andres '49; Don Gibbs '49; John Hannon '49; Herbert Weinberg who received his M.S. in June 1940; Jack Eddison who received his M.S. in February '49; Bill Gray '49; Marty Morand '48; and Bill Carroll '48.

Paul Kiernan, Feb. '49, employee relations supervisor at Bigelow Sanford, Amsterdam, N.Y., is attending an Albany Extension in collective bargaining.

#### SOL HERZOG SPEAKS TO ILR CLASSES

Sol L. Herzog, lawyer and lecturer, spoke at sessions of ILR 60, Contract-Making and Administration on October 27 and 28. Mr. Herzog, who has been engaged in legal practice in New York for many years, spoke on "Collective Bargaining from the Point of View of Small Business," "The Deterioration of Collective Bargaining," and "Administration of Collective Bargaining Agreements." Mr. Herzog handles collective bargaining activities for small businesses, particularly through trade associations.

#### BOOK REVIEWS BY ILR FACULTY APPEAR IN "AMERICAN ECONOMIC REVIEW"

Book reviews by two ILR faculty members appeared in the September issue of "American Economic Review." Professor Jean T. McKelvey reviewed "Labor in the American Economy" by William S. Hopkins, and Professor Vernon H. Jensen reviewed John T. Dunlop's "Collective Bargaining: Principles and Cases."

PEOPLE ARE WONDERFUL

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Among ILR'ers taking the driving course sponsored by the Ithaca Public Schools are: Maryrose Alexander; Ethylene Lewis; Professor Konvitz; Mr. and Mrs. Seymour Parker; Mrs. John Windmuller; and Mrs. Gardner Clark.

Paul Yager, former ILR graduate assistant, is now employed in the Division of Prices and Cost of Living, Bureau of Labor Statistics, Washington, D.C. He is residing at 1201 N. Courthouse Road, Arlington, Va.

Bette Clark, circulation librarian, and husband, Will, recently visited the Old Barn in Elmira where the Woodhull Boys were playing.

Anne Curran, secretary to Professor John McConnell, journeys to Syracuse each Monday evening to take a course in philosophy at LeMoyne College.

Professors John McConnell and Duncan MacIntyre and graduate assistants Jim Vadakin and Terry Fields attended hearings on changes in the state disability law, in Albany on October 20th.

Betsy Pinkos, secretary to Librarian Gormly Miller, is leading an active life. In addition to auditing ILR 22, American Ideals, she is taking horse-back riding lessons at the ROTC stables.

Mary Dorr, assistant librarian, recently returned from a ten-day tour of the New England States.

Richard Younge, former secretary to Professor Ferguson, has entered the Columbia Graduate School, where he is majoring in English. The Younges live in Jamaica. Mrs. Younge is teaching school in Brooklyn.

Mr. and Mrs. I. Bradford Shaw are the parents of a daughter, Ruth, born on October 14; weight 7 lbs. and 2 oz. Brad, ILR reference librarian, is taking a two-weeks' vacation now to become acquainted with his daughter.

Professor John W. McConnell was called to Chanute Field, Illinois, as consultant for the Army Air Forces October 11-15th.

Stephen Douglas, 3-months old son of Russell Hovencamp, ILR plant supervisor, visited the School on a recent Saturday morning to see what his father was up to.

In a recent letter to Ethylene Lewis, Doris Young, former secretary to Professor Adams, reports that the Youngs have moved to their new home in Babylon, Long Island, that their 6-months old son, Lloyd, still has bright red hair, and that Doris is taking a course in interior decorating. Their new address is 35 Sumpwams Place, Babylon.

Professor Marten Estey is spending some time in New York City studying pension and welfare plans in department stores.

Doris Stevenson spent the week of October 17 in Olean caring for her mother who was knocked down by a dog and suffered a fractured skull.

ILR graduate student John Apsley, who lives 10 miles east of Ithaca, was burned out of his home early Sunday morning, October 23. The fire, originating from an oil stove, completely destroyed the two-family house. The Apsleys managed to save most of their possessions.

Professor Milton R. Konvitz conducted a second discussion of Judeo-Christian Tradition at the Forest Home Chapel in Forest Home, Sunday, October 23.

#### WOMAN OF THE WEEK

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Leone Eckert is the quietly efficient person in the Library Reading Room to whom one turns for information on union printed materials. Her title of Research Associate but partly explains her job. Since March, 1949, Leone, under the guidance of Librarian Gernly Miller, has been engaged in setting up a union documentation center in the ILR Library. Coming to the School in September 1948, Leone first did research under the direction of Professor Leonard Adams.

A native of Rochester, N.Y., Leone attended Rochester's West High School and the Rochester Business Institute, majoring in accounting. While in Rochester she worked for Eastman Kodak and for General Railway Signal as cost accountant, bookkeeper, and later as a key punch operator at IBM in Endicott.

Becoming interested in political science, she enrolled in the Maxwell School of Citizenship at Syracuse University where she collected a B.A. with majors in political science and speech. Upon graduation, Leone served as accounting supervisor for Broome County in Binghamton. She became interested in industrial and labor relations after Irving M. Ives, then Dean of the ILR School, spoke at the Business and Professional Women's Club in Binghamton. She subsequently entered the graduate school of the University of Chicago and in 1948 received an M.B.A. in industrial relations. C

Leone and Vivian Nicander, ILR research associate, room together on College Avenue. Leone spends most every weekend at her "second home" in Seneca Falls with a girl friend of her Rochester days. There she can indulge in her hobby of cooking, and in the warmer weather, go fishing on Cayuga Lake. Lee has sisters in Castile and Rochester, N.Y., and in Minnesota, and a brother in Panama.

As general chairman, Leone is knee-deep in plans for the coming Anniversary party on November 8th for faculty, staff and students.

#### FORMER ILR'er, BETSY LANDIS, VISITS ALGIERS

Betsy Landis writes to Jake Seidenberg from Algiers as follows: Betsy, former assistant to Professor Konvitz, with her husband, Bill, is at the University of Lyon, France. "Bill finally was notified that he did get a Fulbright Scholarship, so we've been a little reckless - like taking 3 days in Algiers to celebrate. The streets in the Kasba (Arab section) are 4 to 8 feet wide and the upper stories of the houses jut out so they touch above the streets. The women are veiled but often wear European shoes and European dresses under their sheets. Saw Atlas Mountains and monkeys growing wild. Say hello to all for us."



EXTENSION DIVISION

DEAN CATHERWOOD WILL PARTICIPATE IN PANEL DISCUSSION IN NEW YORK CITY

"How Much Should Government Interfere in Labor-Management Relations?" is to be the subject of a panel discussion led by Dean M. P. Catherwood at the Park Avenue Synagogue Men's Club, New York City December 6th. Panel participants include Morris Iushewitz, Secretary-Treasurer, New York CIO Council; Theodore Kheel, Impartial Chairman; Hiram S. Hall, Personnel Director, Bigelow-Sanford Carpet Company; and John Connors, Director, Workers Education Bureau of America.

ILR CONDUCTS RESEARCH AT LOBLAWS

New and significant research on employer-employee aspects of service trades is being conducted by ILR Extension and Research Divisions. This particular study of human relations, being made in cooperation with Loblaw Groceries, Inc., may provide an experience which will be helpful in the development of supervisory and personnel relations for not only the large food store industries which employ a total working force of millions, but also for other retail establishments whose employees are widely dispersed. Preliminary research by members of ILR staff and consultation with various representatives of the Loblaw organization has resulted in the development of a working plan for the experiment. A supervisory conference program was inaugurated early this month in which Loblaw's supervisory personnel began a series of weekly meetings with Mr. S. S. Santmyers of Lockport, a recognized authority in the personnel field. Under Mr. Santmyers, Loblaw representatives are studying leadership techniques and educational methods of the project.

Professor Ralph N. Campbell, Director of Extension, Professors Earl Brooks and Paul Gordon, and top management of Loblaws are observing all phases of the program for the purpose of developing materials which will be useful to other retail organizations in their supervisory development programs.

PROF. CAMPBELL ANNOUNCES 6 PROGRAMS IN CENTRAL DISTRICT

Professor Ralph N. Campbell, Director of Extension, has announced six Extension programs are under way or slated for the immediate future in the Central District. The 6 courses include:

- Human Relations in Industry under Professor William F. Whyte for Moore Business Forms, Elmira from October 10 to November 21.
- Assistance in Study of Personnel Management through Showing and Discussion of Films under various I&LR staff for the Kappa Psi Alpha Business Fraternity, Ithaca College on Nov. 1, Dec. 6, Jan. 3, Feb. 7, March 7, and April 4.
- Supervisory Leadership under Professor Carroll Arnold for the Continental Can Company of Syracuse from October 31 to December 5.
- Survey of Industrial and Labor Relations under Emery Hey for International Association of Machinists, District 157, Utica, from November 7 to March 13.
- Public Relations under Professor Dave Hyatt for professional people in Ithaca from November 7 to December 19.
- American Labor Movement by Professor John Slocum for a joint class of the Machinist Lodge No. 1580 and the Oil Workers CIO, Local 480 of Wellsville from November 14 to December 19.

TWO NEW PROGRAMS IN METROPOLITAN AREA

The Cement and Concrete Workers Union, Local 6, A.F. of L., has requested a class in "Collective Bargaining" which is being taught by Howard Gamser and "Parliamentary Law and Public Speaking", being taught by William McMillan. The course runs from October 22 through December 10.

A class in "Psychology of Employers in Employee Relations" will be given for the International Association of Public Employees Services, Buffalo Chapter, November 15 through December 30. The course will be taught by Mrs. Bernice Yeracaris.

#### DR. TOLLES SPEAKS ON THE COMMUNITY STAKE IN LABOR-MANAGEMENT RELATIONS

"The day has passed when the relations between the worker and the employer can be considered as their private affair. The community sits as a silent partner at every negotiation and indeed at all of the day-to-day events in the factory or shop which build up to constructive or hostile labor relations," Professor N. Arnold Tolles stated on October 20th at the opening session of a lecture-discussion series sponsored by the Extension Division for citizens of the Dunkirk-Fredonia area.

"The public interest is dramatized when a great strike occurs. Then the government - whether national, state, or local - must take a hand in finding a solution. This work of official arbitration, mediation or fact-finding is like the work of a fire department - necessary but not the whole of the job that need to be done. Much more than a good arbitration system is needed to promote constructive labor-management relations," pointed out Professor Tolles.

Professor Tolles stressed the importance of understanding by both workers and managers. "Much greater losses of production, than those from strikes occur because of poor relations between workers and employers during their every day relations. One or two per cent less effectiveness in work on the job will damage the community more than all the strikes that occur. Productivity on the job involves an understanding by both workers and managers that will make both of them want to work effectively in a production team. Unfortunately, there is no simple formula for achieving this understanding. Broadly speaking, however, it is clear that a production team needs to understand how its welfare is affected by the physical, the economic, and the human factors in its job. It needs to have a sense that community welfare is at stake and it will be helped in its job if the community shows that it cares - in good times as well as in times of crisis."

#### PROFESSOR SLOCUM DISCUSSES LABOR'S PROBLEMS AND GOALS

"If the lesson of British labor unions is to serve as a guide for American unions, we can expect a steadily increasing emphasis on the political role of unions," Professor John Slocum of the Extension Division stated at the second of a series of public lectures on labor, management, and the community being given in Dunkirk by the ILR School. Slocum states that perhaps the major problem facing American unions today is the development of a basic social and economic philosophy as a standard to which not only labor but middle-class groups could rally. "It is extremely doubtful whether American unions can achieve the role won by British unions without the development of some such basic philosophy," he added.

Slocum outlined six basic goals which the union movement has today: (1) increasing control over the economic and social environment; (2) improving the standard of living; (3) gaining security, both in the job and against sickness and destitute old age; (4) securing maximum employment of the membership; (5) insuring survival of the union as an entity; (6) increasing political power.

#### THERESA HALEY JOINS EXTENSION STAFF

Miss Theresa Haley joined the Extension Division staff on October 10th. Theresa has been at the I&LR School since September 26 and formerly was a member of the secretarial pool.

#### NEW ILR ASSISTANTSHIPS ANNOUNCED

Nine new graduate assistantship appointments, effective September 16, have been announced by Dean Catherwood.

Chris Argyris - received his M.A. in human relations and personnel administration from Kansas University; A.B. from Clark University in Worcester, Mass.; also majored in psychology at Pennsylvania. He has been a salesman, instructor of psychology at Penn, and research assistant in psychology and human relations at Kansas. He has also been on a Massachusetts Institute of Technology field staff engaged in research in group dynamics. A veteran of 3½ years in the Signal Corps, Argyris spends his summers as a Maine guide. He is assisting Professor Whyte in a plant study in Elmira.

Edwin Beal - majored in English and History at Ohio Wesleyan. Prior to the war he was international representative for United Electrical Radio and Machine Workers of America (Ohio, Indiana, and Michigan). From July 1944 until May of this year Beal served as manpower and labor relations officer with the Department of the Army in Europe. During this time he witnessed the rebirth of the trades union movements of France, Belgium, and Germany after the Nazi regime, and had occasion to work with their leaders and observe their postwar growth and development. He also served for a time as the U. S. representative on one of the Allied Commandatura Labor Committees. He is married, has one daughter, Mary Helen, 12, and is a great sailing enthusiast. Beal is assisting Professor Miller in the development of a documentary center on international industrial and labor relations.

Fred Gelberg - electrical engineering graduate of C.C.N.Y. Prior to entering ILR last February, Gelberg was a design engineer with Federal Electrical Products Company of Newark, N.J., and with the New York City Board of Transportation. During this period he studied psychology evenings at Columbia University. A Marine Corps veteran, Gelberg enjoys swimming, social dancing, theatre and ballet. He is assisting Professor Brophy with his course in "Job Analysis" and "Personnel Management."

Rexford Kastner - from Fayetteville, New York, received his B.S. in ILR in 1948. He has had varied experience in the Industrial Relations Department of Shell Oil Company's Wood River, Illinois Refinery. With this company he served as employment agent, performed public relations duties, edited the plant paper, conducted surveys, and assisted in work of the training department. The war saw him with the Army in Newfoundland and Europe. Married, his hobbies include sports and reading. He is developing course and bulletin materials for the Extension Division.

Earl Kipp - Received his bachelor of science in business administration from Bowling Green State University; also attended University of Cincinnati and Georgetown University. Hailing from Cincinnati, Kipp has been with the Veterans Administration office there in the capacity of award's adjustor. During the war he served with the U. S. Army Medical Corps. For recreation he enjoys all types of sports. He is working with Professor Blumen in the Quonset Hut Statistics Laboratory and conducting the graduate lab session.

Robert Mason - holder of three degrees: M.A. in Economics at Vanderbilt University; M.S. in History at New York State College for Teachers, Albany; and B.Ed. in History at Fredonia State Teachers College. A native of Herkimer, N.Y., Mason has been an elementary teacher in that city and taught economics at State Teachers College, Jacksonville, Alabama. During the war he served with the Army in Japan and the South Pacific. He is married and considers photography as his major hobby, studying as his favorite recreation. He is assisting Professors Morton and Blumen in the Statistics Lab.

Frank Plasha - from Charleston, West Virginia, he majored in business administration and journalism at West Virginia Institute of Technology. Before entering the Army to do personnel work for three years, he taught business administration courses in Kingston (W.Va.) High School. Since the war Plasha has served as field representative for District 50, Chemical Division, United Mine Workers of America, spending half his time negotiating contracts and half editing union newspaper and publicity releases. Married, he has two daughters: Pamela Jane, 2, and Cynthia Faye, 3 months. He is interested in photography and fishing. Plasha is assisting Professors McKelvey and Mullady in collective bargaining.

James Vadakin - from Miami, received his B.A. from Denison University and M.B.A. from Harvard Graduate School of Business Administration. From 1943 to 1946 he was a Navy supply officer. His experience includes work as a brakeman with the Pennsylvania Railroad and as a factory laborer in an Ohio container company. He is on a year's leave from the University of Miami, where he has been assistant professor in economics. Married, Vadakin has a son, Jeffrey, 2. His major recreational pursuit is sun bathing. He is assisting Professor MacIntyre by conducting lab sessions in ILR 62, "Protective Labor Legislation."

William Young - received B.S. in Commerce and Economics at University of Kentucky. He has done cost accounting work for an ice cream company and worked as machinist with American Tool Company in Cincinnati. During the war Young served as Squadron Educations Officer in the Navy Air Corps. From Kensington, Maryland, he is married, with two girls, Toni, 1, and Mike, 3. His extra-curricular activities have including managing track and football teams, serving as Mayor of Cooperstown (Ky.), and tutoring football players ("most difficult teaching I've ever done"). Young is developing course and bulletin materials for the Extension Division.

#### GRAD ASSISTANTS CONTINUING

Thirteen ILR graduate students are continuing as assistants this year. Their present assignments are as follows:

Nancy Barone is doing public relations and audio-visual work for Professors Hyatt and Jehring.

Theron Fields is doing research work for Professor McConnell.

Charles Franke is assisting Professor Carpenter on the Abelson Collection of documents dealing with the history of collective bargaining in the needle trades.

Herb Hubben is teaching "Industrial Occupations and Processes," assisting Professor Beach. Hubben taught courses for the Extension Division last year.

Henry Landsberger is aiding Professor Ferguson with his courses in "Business History" and "Wages and Employment."

Bob Raimon is assisting Professor Tolles in wage research.

Lois Remmers and Stephen Richardson are assisting Professor Whyte in a union study in Elmira.

Ed Rittenhouse is doing public relations work for Professor Hyatt

Louis Salkever is analyzing for Professor Tolles the changes in wage structure resulting from war and inflation in a selected industry.

Jake Seidenberg is assisting Professor Konvitz in his undergraduate course "American Ideals."

Ed Wickersham is assisting Professor Neufeld with his labor union history courses.

John Windmuller is assisting Professor Clark in his frosh course, "History of Economic Institutions."

#### JOINT LEGISLATIVE COMMITTEE VISITS SCHOOL

Eight members of the Joint Legislative Committee on Industrial and Labor Conditions visited the ILR School October 24 and 25. The Committee, which was responsible for inception of the School in 1945, consulted with Dean M. P. Catherwood, with faculty and students. The Joint Legislative Committee annually visits the School, attends classes and talks with students during their stay.

Visiting members include Assemblyman Lee B. Mailler, Orange County; Assemblyman William E. Clancy, Queens County; Assemblyman Julius J. Gans, Bronx; Assemblyman Willard C. Drumm, Columbia County; Senator Arthur Wachtel, Bronx; Senator Alfred E. Santangelo, New York; Senator Ernest I. Hatfield, Dutchess County and Eugene DuFlocq, Counsel.

#### A.L. KRESS JOINS FACULTY

A.L. Kress, prominent New York management consultant in industrial relations will be a visiting member of the faculty of ILR School during the spring term, Dean M. P. Catherwood announced today. Beginning February 6, Kress will teach a seminar in personnel administration and a course in wage and salary administration.

This arrangement is in keeping with the School's program of securing outstanding men in the field of industrial and labor relations to supplement regular teaching and to keep students and staff up-to-date on new developments.

A former chief industrial engineer of U.S. Rubber Company, Kress has since been Deputy N.R. A. Administrator in charge of codes for the rubber industry, director of industrial relations for the National Electrical Manufacturers Association, and management consultant for the aircraft industry. During the war, as assistant to the president in charge of industrial relations at Republic Aviation Corporation, he saw the company grow from 3000 to 25,000 employees. Since 1944 Kress has been a management consultant in the field of industrial relations.

#### MRS. CAROLINE K. SIMON SPEAKS AT GRADUATE STUDENT SEMINAR

"Employers who discriminate against a job applicant because of his race, creed, color, or nationality may be keeping from themselves the very worker they most need," Mrs. Caroline K. Simon of the New York State Commission Against Discrimination, told an ILR audience of 75 October 17th.

"When employers select their personnel on a non-discriminatory basis," she said, "they have a far better chance of finding the exact skills they are looking for."

In her talk Mrs. Simon discussed the work of the Commission in combatting prejudice and in carrying out the state law against discrimination.

#### DON'T FORGET THE ILR ANNIVERSARY PARTY TUESDAY, NOVEMBER 8TH!!

All members of the faculty, staff and student body of the ILR School are invited to a strictly informal Old Fashioned Election Night Party on Tuesday, November 8th in the Ivy Room at the Straight.

The fun begins at 8:00 P.M. sharp.

FOR OUR INFORMATION

F.O.I. appears bi-weekly from 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. A report of the Joint Legislative Committee on Industrial and Labor Conditions states: "The most satisfactory human relationships are the product, not of legal compulsion, but rather of voluntary determination among human beings to cooperate with one another." In the same spirit, F.O.I. is dedicated to our mutual understanding.

PLANS FOR "STUDENT ORGANIZATION NEWS-LETTER" UNDERWAY;  
PUBLICATION WILL BE NEW ILR STUDENT HOUSE-ORGAN

Plans are underway for a new student publication titled "Student Organization News-Letter." Edited by Walt Geldzahler, the news-letter will be a strictly student-run and written house organ which will highlight student organization activities and feature news of ILR students. The new student house organ will be a mimeographed job with an attractive printed masthead. It is anticipated the new student house organ will hit student boxes within the next two weeks.

ILR RESEARCH PROJECT PRAISED

The following commendatory editorial regarding ILR's research program appeared in a recent issue of the "Auburn Citizen Advertiser."

"Cornell University's School of Industrial and Labor Relations has elected to make a study of the closing of the International Harvester Auburn works, the effects it will have on those displaced by the move, and the methods whereby they will adjust to it.

"To assist the School IH has released certain basic personnel data, such as names of employes, classifications, seniority, number of dependents, etc. Other information, the school hopes, will be obtained directly from the individual Harvester workers by the sampling method.

"Whether the people affected are going to consider this an intrusion of their privacy we do not know. We do think, however, that if they pause to consider the possibilities of this survey and its potential in assisting new business to settle here, they will not object. We hope not, anyway.

"As we understand it, none of the assembled data will be used individually or revealed to a third party. Rather will it be used to indicate trends and tendencies of the groups.

"In any case the school's interest in Auburn's problem is gratifying. For one thing the survey is bound to attract attention, and that is just what the doctor ordered right now. The more people who know of the Harvester workers' plight the better chance there will be for its relief.

"We marvel at this comparatively new science which can effectively tackle such a vast and many-faceted concept as the IH upheaval."

#### OFFICERS ELECTED AT STAFF ORGANIZATION MEETING

At a meeting of the ILR Staff Organization held in Room 50, November 9, the following officers were elected: Grace Horton, president; Betty Ostrander, secretary; and Mary Martha Ryan, representative to the School Social Committee. Last year's officers, President Ann Kingston and Secretary Anne Curran, were thanked in a letter signed by members. The letter reads:

"We wish to convey to you our warm and sincere thanks for your fruitful efforts in launching the I&LR Staff Organization. Under your guidance as founding officers the difficult task of spadework has been done, and we hope that our organization will enjoy in the future the respect and usefulness that it has attained under your capable leadership."

#### DON DAVIES '49 ACCEPTS POSITION WITH N.Y. BUILDERS ASSN.

Donald Davies, ILR '49, is now executive secretary for the Northern New York Builders Association. He handles the contracts and negotiations for the member firms of this organization and does promotional work. Davies was formerly in the personnel department of Edward Ermold Company, New York.

#### PUBLICITY ON ILR SCHOOL GOES TO 470 NEWSPAPERS & PERIODICALS

An average of four news releases a week on activities of the ILR School are now being sent out to 470 newspapers, radio and periodical outlets. These outlets include 51 education editors; 63 business publications; 129 labor editors, including 47 CIO, 73 A.F. of L. and 9 independent; 109 newspaper editors, 54 New York State labor publications, and 60 radio stations.

In addition to this, articles on the School have been placed in 17 magazines. These magazines include Partners, The Barnard Bulletin, Business Screen, Film World, New York State Education, Trends, School and Society, Social Science, The Personnel Journal, Management News, See and Hear, the Zion Herald, the American Vocational Journal, Safety Engineering, National Extension Association Bulletin, National Safety News, and Adult Education Journal.

Also as part of the ILR public relations program, the School has had exhibits at the State A.F. of L. and State CIO conventions, at the meeting of the New York Central Personnel Management Association, and plans are underway for an extensive exhibit at the A.F. of L. Union-Industries Show in Philadelphia this spring.

#### HAROLD RAYNOLDS, ILR '48, WRITES TEXT FOR PHOTOGRAPHIC ESSAY IN "LIFE"

The text for the 12-page photographic essay in the October 31 issue of "Life" entitled "The New South" by Margaret Bourke-White, was written by Harold "Ron" Reynolds, Jr., ILR '48. A nephew of Professor Alpheus W. Smith, Reynolds was editor-in-chief of the "Sun" while a student. He is now a reporter for "Life" working out of the Atlanta office. "Life" says: "When she (Margaret Bourke-White) went back with "Life" Reporter Ron Reynolds to take the pictures in this essay, Miss Bourke-White was bowled over by 'a feeling of a green land and healthy people...'"

#### CONDENSATION OF TALK BY PROF. BROPHY APPEARS IN "MODERN INDUSTRY"

A condensation of a talk entitled "How Companies Can See Training Needs," given by Professor John M. Brophy at the Third Annual Plant Directors Conference last summer, appeared in the October 15 issue of "Modern Industry." A picture of Professor Brophy accompanied the article.

## STUDENT ORGANIZATION

### TEMPORARY FACULTY COMMITTEE ON PLACEMENT

The establishment this Fall of a Temporary Faculty Committee on Placement marks another innovation in the I&LR School. Members of the Committee were chosen because of certain characteristics of background and present office which would contribute to the purpose of such an advisory and recommendatory group. The members are as follows:

Professor Lynn A. Emerson, Chairman,  
Professor Ralph N. Campbell, Director of Extension,  
Professor Maurice F. Neufeld,  
Professor N. Arnold Tolles,  
Professor Paul Gordon

At its second meeting held on October 5, 1949, the Committee, after discussing the high degree of effectiveness of student representation on other committees, voted to have similar student representation upon the Placement Committee. Accordingly, Frank Hollands for the graduate students, and Tom Karlen and Carl W. Glatt for the undergraduates, were appointed by President Ralph Dona of the ILR Student Organization to serve on the Placement Committee, thus giving the student body the opportunity to express its views.

The Placement Committee is separate from the Student Personnel Division. The faculty members have a total of five votes and the student members have three votes.

Mr. C. Arnold Hanson of the Student Personnel Division stated that his office is desirous that the student representatives should continue to function as a unit after the Temporary Faculty Committee has been dissolved.

Time and space do not permit a more complete accounting of the discussions and the recommendations which have evolved from the first four meetings, but certain highlights follow:

1. The plan to effect a broader basis of cooperation between the Placement Counselors and the Extension Division, emphasizing the placement opportunities which area representatives might discover in the course of their work.
2. An intensified effort to utilize faculty contacts in the field of student placement.
3. The plan for bi-weekly meetings for seniors, covering the more immediate concerns of letter-writing, interviews, self-inventory, etc.
4. The decision to support the program outlined by the Women's Vocational Information Committee which plans to explore and develop placement opportunities for women graduates of the School.
5. The decision to establish a more effective communications system on matters of placement.



Initial steps call for:

- (a) a bulletin board devoted exclusively to placement materials which will be utilized for actual job notices, interview notices, guides to job-seeking, areas of contacts, and as much information pertinent to placement as it may be discreet to publicize.
- (b) posting of the minutes of Placement Committee meetings that all students may scrutinize this effort in their behalf.

The success of this new departure in student-faculty cooperation depends on cooperation from all hands. The student representatives request that all students avail themselves of the opportunity to participate in this democratic endeavor by submitting suggestions and criticisms, either orally or via written notes placed in the mail boxes of the student representatives to the Committee.

- Carl W. Glatt

#### INTRODUCING RALPH DONA '50, PRESIDENT OF THE ILR STUDENT ORGANIZATION

So you think you're busy this term? Well, take a tip from Ralph Dona - the job of building and directing the ILR Student Organization calls for a man in sweat suit and sneakers. Playing for student support against a score of established campus teams is really stiff. Ralph Dona is in there pitching, and has plenty on the ball.

Dona is no rookie in organization work. Prior to reporting to the ILR camp, he swung a heavy bat in union circles of the New York State power utilities. He did considerable leg work in the establishment of the "Utility Local" 836 of the International Brotherhood of Electrical Workers (AFL). This local succeeded a company union of the Central New York Power Company where Dona was employed. Ralph was promptly elected Financial Secretary of Local 836, I.B.E.W. (AFL) and later served as chairman of the Central Executive Council of the five production locals of the parent power company. In September 1946, before Ralph turned collegian, he was sent to San Francisco as a delegate to the International Convention of the I.B.E.W., where he saw action on the Ways and Means Committee.

Our president's home town is Canton, N.Y. He graduated from Canton High School, and later from the New York State Agricultural and Technical Institute, where he studied electricity. Ralph has been on leave of absence from the Central New York Power Company, where his duties involved electrical power plant maintenance and hydro-switchboard operation. He is married to the former June Sanford, Cornell '36 (Home Econ.), and is the father of two boys John, aged 7, and Bob, aged 5. Mrs. Dona is Home Demonstration Agent for Schuyler County.

Referring to the ILR Student Organization, Ralph says, "We hope to stimulate participation within the ranks of the younger students, and broaden our activities."

Turning to the career question, "I believe that familiarity with a particular industry is a real advantage, so I'll watch the utility field for opportunities, either with management or labor."

- Frank Mahaney

#### SOCIAL COMMITTEE EXPRESSES THANKS TO STEERING COMMITTEE OF OLD-FASHIONED ELECTION PARTY

The Social Committee expresses their thanks to Leone Eckert, chairman of the steering committee for the Old Fashioned Election Party and to all others who contributed to making the party an outstanding success.

#### DR. MALISOFF BECOMES FIRST ILR RESIDENT DOCTOR

Dr. Harry Malisoff has been appointed a resident doctor (Ph.D.) at the ILR School to carry on independent research in the development of prosthetic and sensory devices for injured and disabled industrial workers and other severely handicapped persons. Dr. Malisoff, first resident doctor of the School, is given the use of ILR and University research facilities and has made Room C, Old Armory (Ext. 4448), his headquarters.

As a free-lance writer, Dr. Malisoff has published articles on social security, veterans affairs and rehabilitation in such periodicals as "Political Science Quarterly," "International Labor Review," and "American Federationist." Dr. Malisoff has a M.A. and Ph.D. from Columbia where he majored in economics. He has been employed in statistical and economic capacities with federal and state agencies.

He recently attended a meeting of the Advisory Committee on Artificial Limbs of the National Research Council in Washington. Dr. Malisoff was formerly chairman of the National Disabled American Veterans Committee on Scientific Research and Development Programs for Handicapped Veterans, in which capacity he testified before various Congressional committees promoting and stimulating legislation and appropriations for research on prosthetic devices to enhance the employability of disabled persons.

#### ED FIELD REPORTS ON EXPERIENCES IN NEGOTIATIONS

Ed Field, former ILR graduate assistant, writes Jake Seidenberg about his job as assistant to the director of labor relations with Allied Stores:

"I have been busy this week with a representative election and a contract re-negotiation. This is not a Ph.D. topic but if you want to see a hodge-podge of reasoning and inconsistencies, just produce a paper on the subject of bargaining units in retail stores. The NLRB certainly follows no pattern and when they say that every case hinges upon its own specific field, that is far from being understatement...This week I sat in on my first negotiations with the Teamsters...I keep hoping that I can get up to Cornell one week-end but so far in vain. I certainly would like to see 'you all' as we rebels say."

#### PROF. ELEANOR EMERSON ELECTED OFFICER OF AAUP

Professor Eleanor Emerson of the Extension Division has been elected secretary of the American Association of University Professors, Cornell Chapter. A graduate of Vassar College, Professor Emerson has served as Director of Labor Relations for the Rockwell Manufacturing Company, Pittsburgh; as field representative, Division of Labor Standards, U.S. Department of Labor; and as field examiner for the N.L.R.B.

#### HOWARD DIRKS OF CARRIER CORP. SPEAKS AT PLACEMENT SEMINAR

At a placement seminar on Tuesday, November 8, Howard Dirks, Personnel Manager of Carrier Corporation, Syracuse, discussed the job interview from a practical point of view. Attending this session were seniors and graduate students.

#### PROF. BEACH ATTENDS INDUSTRIAL ARTS CONFERENCE IN CHICAGO

Professor C. Kenneth Beach of the Industrial Education Department was in Chicago November 10, 11 and 12 attending the Mississippi Valley Industrial Arts Conference held at the Hotel La Salle. Nelson Hauer, former graduate assistant and now professor of industrial education at Louisiana State, also attended the conference.

#### WEISSMAN WRITES OF HIS JOB ON MEDIATION BOARD

Irving Weissman, ILR '49, who works part-time for the New York State Board of Mediation, writes to Professor Jean McKelvey as follows:

"During the summer months I was actually doing a great deal of mediation and arbitration work. Toward fall, the pace slackened somewhat due to the 'decrease in volume' and the return of vacationing personnel. To date, I have heard and helped to decide - with the aid of the involved partners - about 35-40 cases. Of course, this isn't too impressive a number, yet that which I learned while participating can't be figured so easily. I've gained an enormous amount of added knowledge. To attempt to review the cases would be a fruitless effort since it would require reams of explanation. Aside from mediation and arbitration work, I've been doing various research projects. Recently, I compiled some vital data for the Bell Board of Inquiry. Leaving the Mediation Board around 5 p.m., I spend the next several hours attending Fordham Law School. Thus we can now approach the debate, whether law school is the appropriate avenue of further education. Sitting here in New York and observing what transpires, I say it is necessary."

#### REQUESTS FOR ILR BULLETINS COME FROM 10 COUNTRIES

According to Professor Leonard P. Adams, ILR Research Director, requests for publications of the School have been received from ten foreign countries. In keeping with the purpose of ILR School to be of service to labor, management, and the general public, the publications of the Research Division are a means of making available information and research findings pertaining to industrial and labor relations. Requests for these publications have been received from Hawaii, New Zealand, Japan, Italy, Holland, Canada, Sweden, Java, Thailand, and Uruguay.

#### E. GWYN THOMAS OF SYRACUSE MANUFACTURERS ASSN. SPEAKS AT ILR

E. Gwyn Thomas, Director of Public Relations for the Manufacturers Association of Syracuse, explained the operations of the Association to students of ILR 68, Public Relations, on Thursday, November 10th. Thomas explained that the team process was used in running the Association and told how over 300 members serving on Task Committees assisted the professional staff of eleven in carrying out the Association's work.

#### ANN SAUNDERS CONSULTS WITH EXTENSION ON HOSPITAL ADMINISTRATORS CONFERENCE

Ann Saunders, Personnel Specialist for the American Hospital Association, visited the School Monday, November 7th, to consult with the Extension Division on plans for the second conference for hospital administrators to be held next summer.

#### PROF. BEACH'S CLASS VISITS VAIL BALLOU PRESS

##### AND ANTHRACITE MINE

On November 8th the class "Industrial Occupations and Processes" visited the Vail-Ballou Press in Binghamton; and on November 15th they went to Wilkes-Barre, Pa. where they inspected the Anthracite Institute, a trade association, and toured an anthracite mine and breaker.

#### WILLIAM Groat SPEAKS TO ILR STUDENTS

William B. Groat, Administrative Assistant to U.S. Senator Irving M. Ives and associate director for the New York State Republican campaign, was in Ithaca on Monday, October 31. Mr. Groat spoke to students in ILR 31, and addressed the Young Republican Club's School of Politics at Willard Straight.

#### COMMITTEE OF UNDERGRADUATE WOMEN HOLDS VOCATIONAL MEETINGS

The Women's Vocational Information Committee of ILR, composed of 12 undergraduate women, is holding a series of six meetings on job opportunities. The purpose of this committee is to provide a framework for bringing to the undergraduate women in the School a vocational information program designed particularly for the field of industrial and labor relations; and to provide women guests brought to the campus an opportunity to see the School's program in operation and to meet girls who will be looking for jobs.

At the first meeting November 2nd the subject under discussion was "First Jobs - a discussion of entry jobs in government, labor, and management." Leaders of the panel were Professor Jean McKelvey, chairman; Professor Philomena Mullady, representing government, Professor Eleanor Emerson representing labor, and Nancy Barone, management.

The next meeting, scheduled for December 14th, will consider the employer's reaction to the applicant from an interview and from a letter.

#### HIGHLIGHTS OF THE CIO CONVENTION

Frank Mascola and John Ppsley were seen talking to Walter Reuther and Harry Bridges... Professor Jensen introduced several students to Dolph Germer, an international representative of the CIO, and formerly national secretary of the Socialist party in 1912; the students were also introduced to Jim Cannon who organized in Arizona in 1906... Peggy Parks and Lois Remmers were seen talking to John Childs, International Vice President of the International Rubber Workers... Jake Seidenberg spent some time with Nat Weinberg, director of research for the UAW... At the conclusion of the debate on the expulsion of the United Electrical Workers, Emil Rieve, president of the Textile Workers, who was presiding, made a motion for the expulsion of the UAW instead of the UE. This brought forth the loudest roar of the convention. Later, Reuther was overheard to accuse Rieve of making a Freudian slip and giving vent to his subconscious thoughts of getting the UAW expelled!

Other ILR students who attended were: Paul Fasser, Mark Haskell, Earl Kipp, Henry Landsberger, John Marqusee, Robert Mason, Steve Richardson, Ed Wickersham, and John Windmuller.

#### OBSERVERS AT CIO CONVENTION GIVE IMPRESSIONS AT GRADUATE SEMINAR

At the Graduate Student Seminar November 7th the various observers of the National CIO Convention at Cleveland gave their impressions and made observations concerning the proceedings. This was followed by a general question and answer period with the faculty and other graduate students participating.

#### PROF. BROPHY IS MEMBER OF FORUM DISCUSSING STUDENT HONESTY

Professor John M. Brophy of ILR was a participant on a broadcast, "Meet the SUN," which discussed student honesty in examinations, over WVER on November 9th. Student dishonesty on examinations may be largely attributed to an over-emphasis on the "big prelim", and to the absence of a close personal relationship between professor and student, but these explanations may serve to rationalize unethical behavior - this was the general opinion expressed by the four members of the panel. Other members were Professor Fred L. Marcuse, Psychology Department, Bob Corrigan '50, of the Student Council Curriculum Committee, and Eve Weinschekner '50, associate editor of the SUN.

PEOPLE ARE WONDERFUL

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Robert Taylor, IIR junior, has a son, Robert William, weight 7 lb. 13 oz. born October 30th. Herb Hern says, "the baby is handsome like his father. Father and son doing well."

Paula Ross of the library catalog room was awarded a handsome medal of valor by Librarian Gormly Miller for attaining 108% of the quota set for cataloging books for the month of October. She also received a box of candy.

Professor Eleanor Emerson of Extension attended the conference of Adult Education Division of the National Education Association in Cleveland October 23-25, working particularly with the group on leadership training and adult education.

Bette Clark, of the library staff, and her husband camped overnight on Six Mile Creek near Slaterville the wintery night of the Syracuse game and reported they kept perfectly warm in their sleeping bags.

Edith Schoenfeld, who assists with the IIR "Review" recently spent a few days in Blossburg, Pa. helping her sister move to a new house.

Among IIR'ers who saw Dartmouth defeat Cornell were Bob Risley, John Slocum, Phil Foltman and Duncan MacIntyre.

Bob Raimon, graduate assistant, won \$5.00 worth of merchandise at the recent drawing of prizes sponsored by the Plaza merchants. Duncan MacIntyre, by his absence from the drawing, missed out on receiving a pair of figurines.

Joyce Bixby, secretary to Professor Earl Brooks, and husband, Britt, journeyed to Lock Haven, Pa. October 29 to witness the football struggle between Ithaca College and Lock Haven Teachers College. As a student at Ithaca College this year and student football manager of the Lock Haven team last year, Britt viewed the game with mixed feelings. Ithaca College won 32-20.

Monica Daly, most recent member of the stenographic pool, hails from Elmira, where she attended local schools and the Jean Summers Business School. Monica has worked for the Pepsi Cola Company in Elmira and for the Greater Cornell Fund drive on the campus.

Ed Martin '49, who is with the Industrial Relations Department of Ebasco Service, Inc., New York City, has a baby son.

Phil Foltman of Student Personnel has exchanged his black '49 Ford for a new blue Pontiac convertible with red leather upholstery.

Mary Lou Dappert, IIR graduate assistant, was visited recently by her family from Delmar, N.Y.

Dave and Ricky Hyatt had a Sunday morning present November 13th - name: Caroline, weight: 7 lb. 9 oz. Mother and child are reported to be doing nicely.

Professor Marten Estey has discovered that it doesn't pay to let business interfere with pleasure. On a recent trip to New York City, he cancelled a dinner engagement with a friend, to go to Princeton University on business, only to learn later that a member of the dinner party group he missed out on was Miss America of 1948!

Flavia, cherished gray Angora cat of the Slocum family, recently died after being run over. Flavia was named for a former ILR'er, Flavia Wagner, who presented the cat to the Slocums.

#### MAN OF THE WEEK

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Professor John W. McConnell is a widely-known expert on social security and protective labor legislation. At present Professor McConnell acts as consultant to the Human Resources Research and Development Program of the Army Air Forces, is on the Board of Directors of the American Labor Education Service, works closely with the University-Government Center on Social Security Administration, and is on the Cornell United Religious Workers Board.

His background prior to coming to ILR in September 1946 has fitted him admirably for his field. This experience included seven years as professor of sociology and economics at New York University, and two years as assistant professor of sociology and economics at American University, Washington, D.C. Upon graduating with a major in English and Sociology-Economics from Dickinson College in 1929, Professor McConnell spent three years as instructor in social science at American University, Cairo, Egypt. After this came six years at Yale where he completed his doctorate and served as research assistant and specialist in labor research at the Institute of Human Relations. His study and research included general anthropology, sociology, applied economics and labor relations.

His writings include three books "The Evolution of Social Classes," "The Basic Teachings of Great Economists," and "The Influence of Occupation Upon Social Stratification." Some of his published articles are: "A Critique of the American Plan for Social Security," "Guide to Community Study," "Economic and Political Aspects of the Post-War World," and "Legal Aspects of the Prevention of Blindness Program." From 1943 to 1946, he served as public member of the National War Labor Board, Region 2.

This semester Professor McConnell is conducting a seminar in "Comparative Protective Labor Legislation." Working with him in the field are Professor Duncan MacIntyre, Michael Ruchek, and graduate assistants Jim Vadakin and Terry Fields.

Professor McConnell met his wife, the former Harriet Barlow, while in Cairo. Her father, Claude Barlow, is head of the Bilharzia Research Section, Ministry of Health, for the Egyptian government.

Upon coming to Cornell, Professor McConnell bought a large rambling house with a huge lawn in Trumansburg, well suited to his family of four girls and a boy. He finds time in his busy life to be active in the Trumansburg P.T.A. Known as a dangerous opponent at handball, he keeps in trim with weekly workouts at the Old Armory.

EXTENSION DIVISION

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PROF. CAMPBELL SPEAKS ON MANAGEMENT'S PROBLEMS & GOALS

"American business managers face many real economic and social problems which influence their attitudes and decisions in collective bargaining negotiations," Professor Ralph N. Campbell stated, speaking on "Management's Problems and Goals" in the second of a series of public lectures being given in Dunkirk by members of the Cornell faculty on the general theme of "Labor, Management and the Community," on November 9.

Professor Campbell, Director of Extension, said most of these problems can be grouped under four major responsibilities of top management. "First," he declared, "is the necessity of providing goods or services at a cost and of a quality which will induce prospective consumers to buy; second, the need to build and maintain a balanced and effective organization and to harmonize the divergent interests of many employees with varying skills, abilities, and attitudes; third, the obligation to preserve the capital invested in the company and to provide a suitable return to the investor; and finally, in the case of large companies, the need to consider the effect of each decision on the economic climate of the local or national community."

"We need more management and labor statesmen who conscientiously and intelligently safeguard the public interest while giving due consideration to the special interests of the various groups they represent," Campbell stated.

NEW COURSE OFFERINGS IN THE METROPOLITAN AREA

Additional extension course offerings in the Metropolitan area include: Development & Trends in Collective Bargaining under Howard Gamser for International Association of Machinists, District 15, New York, running from November 14 to December 19;

State Protective Labor Legislation under William E. Grady for the United Gas, Coke and Chemical Workers, District 3, CIO, November 15 to December 20;

and four courses for the Personnel Club of New York as follows:

Training of Supervisors and Executives under George Moser, November 17 to January 26,

Attitudes and Morale under Thomas Johnson, Jr., November 16 to January 18,

Communications: With Individuals and Groups under Paul Drake, November 17 to January 26, and

Current Issues in Labor Relations under Paul Herzog, November 22 to January 24.

PROF. JEHRING STARTS SERIES ON "INDUSTRIAL ACCIDENT PREVENTION" IN BUFFALO

The human factor in accidents was stressed at the first of a weekly series of lecture discussions on industrial accident prevention held Tuesday, November 15 at 8 P.M. at the Buffalo Y.W.C.A. Professor J. J. Jehring of IIR will be in charge of the series given by the School's Extension Division.

"The series was set up to make available to interested groups information on the human factor in the accident," Jehring states. "If we are to further reduce industrial accidents in New York State, it is important that more information regarding the human aspect of the accidents be made available to larger groups. It is with this in mind that we have planned the lecture series."

Professor Jehring will lead the initial session with the topic "What Is an Accident?" C. W. Carroll, Industrial Vision Engineer, Bausch & Lomb; Professor T. Ryan, Department of Psychology, Cornell University, and Dr. C. Mertens of Louvain, Belgium, now at the ILR School. Mertens received his M.D. in 1948 from Louvain University. During 1947-48 he was at the Maudsley Hospital Medical School in London. In 1948-49 he served as research assistant in the Institute of Psychology at Louvain University, receiving a Licencié en Psychologie Expérimentale.

The schedule: November 22, "Vision and Safety"; November 29, "Psychology and Safety"; December 7, "The Accident Prone Person"; and December 13, "Using Audio Visual Methods to Reduce Accidents."

JOHN TRUESDALE, ILR GRADUATE, CONDUCTS SERIES ON TAFT-HARTLEY ACT

John Truesdale, who received his Master's from ILR in 1948, is teaching a series on the "Taft-Hartley Act" for the United Gas, Coke and Chemical Workers, CIO, Niagara Falls. The six-week series runs from November 10 to December 22. Truesdale is a field examiner for the NLRB in Buffalo.

Another new course in Buffalo is "The Understanding Counselor" (the Psychology of Human Counseling) under Mrs. Bernice Yeracaris, given for the CIO Council from November 16 to December 14.

PROF. BEACH TEACHES COURSE IN COLLECTIVE BARGAINING TO IAM IN ITHACA

The International Association of Machinists, Lodge 1607, Ithaca, has requested a course in "Collective Bargaining and Grievance Procedure" which is being taught by Professor C. Kenneth Beach of ILR. The course began November 15 and will run through December 27. Beach has served as Supervisor of Industrial Teacher Training, N.Y. State Education Department, head of the department of industrial education at Louisiana State University, and as State Supervisor of Adult Education in Oregon.

PROF. BURLING CONDUCTS COURSE FOR TOMPKINS COUNTY MEMORIAL HOSPITAL

Professor Temple Burling of ILR is teaching a course in training for the supervisory force of Tompkins County Memorial Hospital. This ten-week course extends from October 13 to December 15. Dr. Burling has a distinguished record in the field of industrial psychiatry. A doctor of medicine and a psychiatrist, Dr. Burling was formerly field director of the Division of Rehabilitation, National Committee for Mental Hygiene, Providence, R.I.; medical director of the Providence Child Guidance Clinic; and psychiatrist for R.H. Macy and Co., and the Winnetka, Illinois public schools.

NEW COURSE AT SYRACUSE FOR STEELWORKERS

Carmen DelliQuadri will lead discussions on Collective Bargaining for a class of CIO steelworkers in Syracuse, November 15 to December 20. From Pueblo, Colorado, DelliQuadri received his A.B. and A.M. in economics at the University of Colorado. He has been a truck driver in the Mesabi Range iron mines, taught in grade and high schools, and more recently, was assistant professor at the Grand Rapids branch station of the University of Minnesota.