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## For Our Information, December 1948, Vol. I, no. 11-12

ILR School, Cornell University

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## For Our Information, December 1948, Vol. I, no. 11-12

### **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 6, 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.

MANAGEMENT RESEARCH CONFERENCE WILL OPEN  
TOMORROW AT WILLARD STRAIGHT

Research contributions to labor-management relations is the theme of a two-day conference sponsored by the ILR School at Willard Straight tomorrow and Friday, December 9 and 10. The conference is the second in a series being sponsored by the research staff of the School of Industrial and Labor Relations. The first, held November 4 and 5, dealt with research problems of unions and was attended by members of union research and education staffs.

The forthcoming conference will deal with research problems and programs of business and industry and will be attended by directors of industrial, employee relations, personnel, and public relations and research staff members of industrial organizations throughout the East.

Professor Leonard P. Adams, Director of Research at the Cornell School of Industrial and Labor Relations and chairman of the management research conference declared the general purpose of the meeting was "to explore management research problems, work now being done by management staff members, and the plans of the Cornell faculty to ascertain what projects may be of mutual interest and usefulness."

Professor Adams, who was director of the Bureau of Business Research for the New York State Department of Commerce prior to coming to Cornell, stated that the informal, roundtable discussions of the conference were designed to determine the direction research at Cornell should take in order to meet the needs of management. "The conference will provide an exchange of ideas on projects now planned or underway," Professor Adams said, "and establish the basis for cooperation on selected projects in research."

The program will include a talk by M. P. Catherwood, Dean of the School of Industrial and Labor Relations, discussions led by management representatives on the nature of research now being done by industry, on significant gaps in present research information, on the research projects now underway at Cornell University, and on the question of how the Cornell research staff can most effectively cooperate with industrial research organizations.

In addition to members of the Cornell faculty, those attending the management research conference will be: Eileen Ahern, Research Associate of the American Management Association; F. G. Atkinson, Director of Personnel and Industrial Relations, R.H. Macy and Co.; Ivan Boxell, Director of the Brooklyn Chamber of Commerce; J. R. Bransford, Personnel Director of Western Electric Co.; F. J. Carter, Director of Personnel, Goodyear Tire and Rubber Co.; Carl S. Coler, Executive

Director, Society for the Advancement of Management; C.P. Dey, Sanderson-Halcom Steel Co.; C.T. Hasson, Assistant Division Manager of the Personnel, Compensation and Research Division, General Foods Corporation; Edna T. Kerr, Assistant Director, Industrial Relations, American Home Products Company; George E. Kahler, College Employment Coordinator, New York Telephone Co.; Phyllis H. Moshrle, Industrial Relations Division, National Association of Manufacturers; Eleanor Park, Industrial Relations Division, Union Carbon and Carbide Corp.; Joseph S. Murphy, Director of Panels, American Arbitration Association; James Peck, Assistant Employee Relations Manager, Bigelow-Sanford Carpet Co.; R.W. Peters, Employee Relations Dept., Esso Standard Oil Co.; S. Avery Raube, Director of Personnel Administration, National Industrial Conference Board; D. D. Reichow, Assistant to the Vice President, the B.F. Goodrich Co.; Harry D. Sewell, Jr., Industrial Relations Management Council of Rochester; Joseph R. Shaw, Associated Industries of New York State; J.C. Sweeten, Industrial Relations Division, Socony-Vacuum Oil Co.; Dean A. W. Taylor, Director of Education, the Chamber of Commerce of the State of New York; E. G. Thomas, Public Relations Director of the Manufacturers Association of Syracuse; Lee W. Wagner, Industrial Relations Department, Standard Oil Company of New Jersey.

#### UNDERGRADS ANNOUNCE ANNUAL CHRISTMAS PARTY PLANS:

##### TICKETS NOW ON SALE

William McGee, Chairman of the ILR Student Organization's Social Committee, announces that planning for the annual Christmas Party is in the final stage.

It will be held at the Ithaca College Outing Club Lodge on Saturday, December 11, from 8:30 P.M. to 1 A.M. Live musicians for dancing, entertainment acts, and refreshments, both liquid and solid, are on the agenda for the evening.

Informality of dress and atmosphere, said McGee, is the party's keynote. The ticket donation is \$1.50, covering entertainment, refreshments and transportation, by bus if necessary. Maps showing the route to the Lodge will be posted in the library and student personnel office.

Tickets may be purchased from members of the Social Committee who are: William McGee, Chairman; Lee Wilson, Don Statson, John Caminer, Ed Hannelly, Charles Murphy, Ken Jones, Al Levine, Jane Wurz, Larry Heptig, Doug Jackson, Joe Sullivan, Mary Weaver, Claire Essig, Walt Goldzahler, Dan Beam, Robert Gruder, Frank Mahony, Barb Mermelstein, Mary Higgins, Ann Connor, Robert Davidson, Barbara Williams and Ross Forney.

#### ILR FACULTY GIVES TEA FOR LAW AND BUSINESS SCHOOL FACULTIES

On Wednesday, December 1, the faculty of the School of Industrial and Labor Relations entertained the faculties of the Law School and the School of Business and Public Administration at a tea, held from 4 to 6 P.M. in the East Lounge of Willard Straight Hall.

#### ILR WOMEN GET ACQUAINTED AT TEA

A "Ladies Only" tea, for the purpose of bringing together socially the ILR School's women, was held on Wednesday, December 1, in Room 44. Undergraduates, graduate students, faculty and staff were in attendance, and although coffee was substituted for tea, the social end was successfully achieved.

The tea gave women students an opportunity to discuss with women faculty members vocational opportunities for women in the field of labor and industrial relations.

HELP WANTED - A JOB OPPORTUNITY FOR THE RIGHT PERSON

Doris Sutton, Administrative Assistant, announces that the School would be glad to employ, from time to time, any students who are skilled in lettering and chart-making at the rate of 90¢ per hour. Miss Sutton requests that any student interested register with her in Room 4.

MEMBERS OF NEW YORK STATE LABOR RELATIONS BOARD  
ADDRESS GRADUATE SEMINAR

On Monday, November 15, ILR students and faculty heard talks by Father William J. Kelly and Keith Lorenz of the New York State Labor Relations Board. Father Kelly, Chairman of the Board, traced the history and development of labor relations under the state law, while Commissioner Lorenz discussed the conflict of jurisdiction between the State and National Board.

The New York State Labor Relations Act, Father Kelly told the group, became effective in May, 1937, passed by an overwhelmingly Republican Assembly and a Senate that was Democratic by a small majority. Under this act, it became the policy of the State to encourage the establishment of industrial peace through the medium of collective bargaining. The "natural law of freedom of association", Father Kelly stated, became a constitutional and statutory guarantee.

New York's "Little Wagner Act" followed closely the lead of the parent law, the National Labor Relations Act, setting up certain employer practices held to be in violation of employee rights. Its purpose, like that of the national act, was to protect the right of workers to join unions, restraining employers from interference with that right. A state labor relations board was established, to deal with unfair labor practice cases, determine appropriate bargaining units and hold representation elections.

Commissioner Lorenz, in discussing relations between the NLRB and the state board, pointed out that until passage of the Taft-Hartley Act, there existed a sound working agreement between the two agencies. Under the new act, however, the General Counsel has so broadened the interpretation of the term "commerce" that local boards may not handle a matter unless the National Board cedes jurisdiction. In this connection, the General Counsel has stated that said jurisdiction cannot be ceded to a state board unless that state has a "Little Taft-Hartley Act" of its own.

PROF. JEHRING ATTENDS FALL MEETING OF  
NEW YORK STATE AUDIO-VISUAL COUNCIL

Professor James Jehring recently returned from the annual fall meeting of the New York State Audio-Visual Council, held December 3 and 4 at University College, Syracuse, N.Y.

Jehring participated on a panel dealing with Problems of Administering an Audio-Visual Program. Other panels discussed Future Planning in the Audio-Visual Field, the State Department and Audio-Visual Aid, and School Administrators and Audio-Visual Aid.

EXTENSION DIVISION PUBLISHES TEACHERS MANUAL

The Extension Division has recently published a "Manual for Extension Teachers", written by Miss Eleanor Emerson, and generally available in the Extension Office, Room 30. The manual includes information regarding the School's policies, practices, programs and facilities, and was designed as an aid to Extension teachers in the field.

SOCIAL COMMITTEE PLANS CHRISTMAS GET-TOGETHER DECEMBER 16

All faculty, staff and graduate students are invited to a Christmas get-together, sponsored by the Social Committee, tentatively set for Thursday, December 16 from 8 to 10 P.M. in Room 50. Wives, husbands and guests are welcome, and there will be music, dancing and refreshments. It is rumored that Santa will have presents for all.

PROF. CAMPBELL DESCRIBES WORK OF EXTENSION  
DIVISION AT GRADUATE SEMINAR

Activities and objectives of the ILR School's Extension Division were discussed by Professor Ralph Campbell, Director of Extension, at the Graduate Student Seminar, Monday, November 22.

Campbell described the general organization of the Division, which is set up on a regional basis, with the central office in Ithaca. The four regions, or districts, are: (1) the Western District, with offices in Buffalo; (2) the Metropolitan District, with an office in New York City; (3) the Capital District (Albany) whose field representative operates from Ithaca; and (4) the Central District, encompassing Ithaca and surrounding communities.

The Extension Division offers four types of program - lectures, night classes and conferences, all open to the public; and "specialized projects" designed to meet the needs of a specific labor, management or community group. All programs are set up following consultation with leaders of the groups directly involved.

Teachers are, for the most part, recruited from the communities in which classes are held. A full time staff member at the Ithaca office provides teaching materials, organizes courses, coordinates teaching activities, etc.

"By providing educational services to meet local interests and needs," said Campbell, "the School hopes to make a contribution to mature, increasingly effective relationships among labor, management and the public."

EXTENSION OFFICE MAKES CARD FILE OF NEW YORK STATE UNIONS AVAILABLE  
FOR USE OF FACULTY, STAFF, AND STUDENTS

Ralph N. Campbell, Director of the Extension Division, reports that a card file of all unions in New York State has recently been compiled, and is available for the use of faculty, staff and students of the ILR School. The file is maintained by Miss Mary Martha Ryan in Room 28A of the Extension Division.

As the file is presently set up, the initial breakdown of the cards has been made on a county basis. Within each county, further breakdowns are by (1) international affiliation; (b) regional, district, county, or local affiliation; (c) specific locals, filed numerically.

The file has been prepared from printed lists, directories and similar sources of information. It has not been verified by personal contact with all unions concerned. Persons using the file are therefore requested to report to Miss Ryan any information coming to their attention which indicates changes in the personnel or organizations listed.

H.S. GIEROCK OF GENERAL MOTORS WILL SPEAK TO CLASSES

H. S. Gierock of the Industrial Relations Department of General Motors will speak to the five classes in "Labor Relations - Contract Making and Administration" the evening of December 15th in Room 50.

FLYERS ARE NOW AVAILABLE ON EXTENSION AND  
RESIDENT INSTRUCTION PROGRAMS

Two flyers, one on undergraduate and graduate instruction in the ILR School, the other on the extension program (titled "At Your Service"), are now available to anyone seeking further information concerning the School.

Additional copies of the flyer on Extension may be obtained from the Extension Division Office, Room 30, and additional copies of the flyer on the undergraduate and graduate program from the Student Personnel Office, Room 1.

FACULTY-STAFF-GRADUATE STUDENT GET-TOGETHER HELD NOV. 23.

A Thanksgiving get-together, sponsored by the Social Committee and held on Tuesday, November 23 from 4 to 6 P.M. in Room 50, drew a large attendance from faculty, staff and graduate students. Soft lights and music pervaded the atmosphere, and hot cider and cookies were enjoyed by all.

DEAN LEONARD COTTRELL OF ARTS SCHOOL  
TALKS ON SOCIAL SCIENCES AT GRADUATE SEMINAR

The Graduate Student Seminar on Monday, November 29 was host to Dr. Leonard Cottrell, Dean of the College of Arts and Sciences, who discussed with students and faculty members the role of sociology in the broad area of the social sciences.

Until recently, Cottrell said, sociology was regarded as the "garbage science", dealing with what remained after law, psychology, economics, anthropology and political science had taken their cuts of the social studies pie. Now, however, although there is still a division of labor among the various disciplines, sociology is more and more regarded as the parent discipline, integrating and theorizing upon the other social sciences.

Cottrell went on to discuss the various areas of study with which sociology deals. It concerns itself with such broad, general matters as, for example, the structure and function of American society, the community as a local manifestation of the culture as a whole, the family in society, the social role of pressure groups, the nature and social implications of crime, etc. Sociology deals further with certain special problems, such as the nature of communication between groups and individuals, group dynamics and group belongingness, social change and social disorganization, individual and group systems of belief.

All of these phenomena, Cottrell said, are considered by sociologists from the point of view of "interaction" - i.e., the study of individuals and groups in the context of their society. All of the social sciences, he concluded, would do well to emphasize more vigorously this approach to their specialized areas of study.

F.O.I. POLL CALLS FOR MINOR ALTERATIONS

Results of F.O.I.'s November 19 poll, "What Do You Want in F.O.I.?", are now in, analyzed and predigested for public consumption. There were 54 total replies, and here is the breakdown:

With reference to the question, "Do you read F.O.I.?" 43% read it from cover to cover, 50% skim it, 7% read certain sections only, and no one among our respondents ignores it altogether, although it might be assumed that among those who failed to reply to the poll are many non-readers. In our sample, the skimmers have the plurality, but 93% evidently read F.O.I. more or less in its entirety, as opposed to only 7% who read it piecemeal or not at all.

In answer to question 2, a stumping majority of 88% report that in their opinion, F.O.I. is about the right length. Four per cent feel that it is not long enough, and 8% would like to see it reduced in length.

"Do you read the news releases?" Exactly half of our respondents reply that they always read them, 32% usually read them, 12% sometimes read them, and 6% never read them. Thus, a total of 82% read the news releases fairly consistently, as against 18% who read them only occasionally or not at all. A large majority, 73%, feel that F.O.I. should continue to give news releases the same amount of space as has been customary, while 21% want them given less space and 6% more space.

In terms of the number of people who always read it, "People Are Wonderful" turns out to be F.O.I.'s most popular feature. Seventy percent report that they always read it, 19% usually read it, 11% sometimes read it, and no one ignores it. A grand total of 92% want this section expanded or left as it is, while only 8% want it contracted or abolished.

"Man of the Week" is another widely read feature, 80% reporting that they always or usually read it, with more in the former category than in the latter. Sixteen percent read it only occasionally, and 4% never read it. Eighty-five percent want the length of the feature to remain the same, 13% want it expanded, 2% want it contracted, and no one wants it abolished.

Under the heading, "General Remarks", a number of interesting opinions emerged - some bouquets, other complaints. One ILR alumnus writes; "I find F.O.I. very interesting, as I am most anxious to be kept posted on the Labor School." A staff member in one of the Extension Division's district offices says: "From the District Office point of view, F.O.I. is a most important source of information as to what the people in our School are doing and serves as a link between District Office and Home Office."

The critics ask for more information on job opportunities and important developments in the field of industrial and labor relations. Some want less news and more feature material. But by far the most pressing criticism is to the effect that F.O.I. does not devote sufficient attention to the activities of ILR undergraduates. A typical comments: "If F.O.I. is for students as well as faculty, why not include some undergrad material? Several students have also become proud parents, etc. - why no mention? What jobs are available for our talents? How are industries and unions reacting to our school?"

F.O.I.'s editors recognize that clarification on this latter point is essential, and would like to explain that F.O.I. was originally conceived as a house organ, primarily for staff, faculty and graduate students. The reason for this was a desire not to compete with "The Commentator", a magazine specifically of, by and for the undergraduate students.

Ruth Singer, Editor-in-Chief of "The Commentator", says in this connection: "In order to meet this expressed desire of the students, the Commentator will include a new section, dealing with personal news of undergraduates and alumni, beginning with the January issue."



PEOPLE ARE WONDERFUL

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Jerome Alpern, ILR senior, is the first double registrant from the ILR School in the School of Business and Public Administration. Alpern is also a member of the first entering class of the ILR School and will receive his Bachelor's degree in February 1949.

Doris Young, Professor Adams' former secretary, now living in Great River, Long Island, was a recent visitor at the ILR School. She visited old friends and colleagues, while her husband, a former Dairy Department student, did research at the Ag School in connection with his Long Island job.

There is a budding author in our midst. Jack Culley, graduate student in ILR, once wrote a children's story, dramatically titled "The Prince of Avalon", which was serialized in the newspapers in 1937. A graduate of Grinnell College, Jack hails from Michigan City, Indiana. He has relinquished his literary aspirations in favor of a Masters degree in ILR, which he hopes to complete in February, 1949.

Interested in some "different" Christmas presents? Phyllis Krasilovsky still has a few charming water colors (framed or matted) which her mother painted. Phyl also has several of those novelty potholders, which made such a hit, on hand. The prices beat Greenwich Village.

Vivian Nicander, editorial assistant in Professor Adams' office, now proudly sports a brand new Master's diploma, proof positive to all doubting ILR candidates of Edgar A. Guest's contention that "it can be done". Vivian completed her work at the end of the 1948 summer session, but the diploma itself is hot off the presses.

The preponderance of recent evidence indicates beyond doubt that ILR students and staff are indeed "keeping up with the Joneses". Exhibit X - Phil Foltman, graduate assistant in the Student Personnel Office, has a new car.

Bouquets to Flo Stewart, Dean Catherwood's secretary, and Doris Stevenson, ILR Fiscal Officer, for the decorations at the staff, faculty and graduate student party on November 23. Their efforts resulted in complete and startling transformation of the normally staid Room 50.

PROF. SMITH HAS 4 SPEAKING ENGAGEMENTS THIS WEEK

Professor Alpheus W. Smith spoke at Alpha Chi Sigma Saturday, Dec. 4th. The invitation banquet of the professional fraternity of chemists and chemical engineers at Lehigh Valley house featured Prof. Smith as guest speaker, his subject "The Engineer and the Will to Work". On Monday night Prof. Smith spoke at the annual meeting of the Monroe County Farm and Home Bureau and 4-H Club Association at Irondequoit Grange Hall, Rochester. His subject at Rochester was "Why Men Work". At 10:45 a.m. today Prof. Smith is speaking on "The Science of Human Relations" at the New York State Institute of Applied Arts and Sciences in Buffalo. On Saturday, Dec. 11, Prof. Smith will speak before the Buffalo Chapter of Phi Delta Kappa, professional educational society at the University of Buffalo on the subject "Working Together".

## WOMAN OF THE WEEK

Miss Ruth Olmstead, Professor Brook's secretary, who resides for eight hours a day in Room 8, has packed a variety of interesting experiences into a short life span. She has been with the ILR School for nearly two years, having come in January, 1947. Prior to that, the story runs roughly like this:

A native of nearby Geneva, N.Y., Ruth graduated from Geneva High School, and attended William Smith College (coordinate with Hobart College), where she majored in history, preparatory, she thought, to teaching in secondary schools. But teaching jobs were scarce when she emerged from William Smith with a B.A. degree, with the result that she found herself working instead in the State Office of County Agricultural Agents in the Cornell Ag College, where she remained for several years.

Next on the agenda were two years with the Federal Soil Conservation Service in Chapel Hill, North Carolina, where Ruth and her mother journeyed to avoid the rigorous Northern winters. However, homesickness ultimately set in, and they returned to Ithaca, where they have remained winter or no winter.

Ruth's mother, Mrs. Florence Olmstead, is employed in the Animal Husbandry Department of the Cornell Ag School, and mother and daughter live at 501 N. Tioga Street, Ithaca.

## ILR OPENS EIGHT-WEEK RADIO SERIES THIS SATURDAY AT 4:30 OVER WHCU: DEAN CATHERWOOD AND PROFESSOR NEUFELD OPEN THE SERIES

An eight weeks radio series put on by the ILR School on the general theme of "Understanding Industrial Relations" opens Saturday afternoon at 4:30 over WHCU. The series will be broadcast every Saturday for the next eight weeks, excluding the Saturdays of Christmas and New Years. The series consists of eight 15-minute interviews with faculty members of the ILR School on various aspects of industrial and labor relations. Professor Maurice Neufeld as Moderator conducts the interviews and Bruce McKenzie, ILR senior, is announcer for the series. The programs, which were transcribed during the past two weeks, will go out Saturdays over WHCU on both AM and FM. On Monday, December 13th, and on Monday evenings thereafter, the Rural Radio Network will feature the series on its evening schedule. The Rural Radio Network covers FM stations throughout New York State, and in Vermont, Massachusetts, Connecticut, Pennsylvania, and New Jersey.

Dean Catherwood will open the series, discussing with Professor Neufeld, Moderator of the program, the subject, "Developing Understanding in Industrial and Labor Relations". Others scheduled to appear on Saturday broadcasts following include Professor Vernon Jensen on "The Development of Collective Bargaining", Professor William F. Whyte on "How the Science of Human Relations Can Be Applied to Industry", Professor Jean T. McKelvey on "Mediation and Arbitration", Professor J. James Jehring on "Safety in Industry", Professors Ralph N. Campbell and Alpheus W. Smith on "Adult Education", Professor Alexander Leighton on "Psychiatry in Industry", and Professor Maurice Neufeld on "American Labor Today".

## BEACH, BROPHY & EMERSON ATTEND VOCATIONAL EDUCATION MEETINGS IN MILWAUKEE

Professors Kenneth Beach, John Brophy, and Lynn Emerson have recently returned from the annual meetings of the American Vocational Association, held November 28 to December 4 in Milwaukee, Wisconsin.

"The Association," said Professor Emerson, "is an organization made up of people concerned with every and all aspects of vocational-technical education - agricultural, industrial, scientific, etc. It has been very influential in promoting federal legislation in the field". Both Beach and Emerson were on the program at the meetings.

NEWS RELEASES (Summarized)

Nov. 6, 1948

PROF. WHYTE SPEAKS ON  
UNION-MANAGEMENT COOPERATION IN ELMIRA

"Mutually satisfactory relationships between union and management can be achieved if the two parties concentrate on problems rather than prerogatives," Professor William F. Whyte told a community group at Elmira College on November 15. "In our complex and rapidly changing society, it is important for an organization to be flexible and able to adapt to new conditions. This becomes impossible when both management and labor insist on an exact and detailed definition of their powers."

Professor Whyte was the second speaker in the 1948 Public Lecture Series being presented by the ILR School's Extension Division in Elmira. His subject was "Human Aspects of Labor-Management Relations".

Whyte pointed out that an executive of an organized plant may choose one of several alternatives in dealing with the union. He may adopt a "soft" policy, defined as "giving the union everything it wants in hopes that this will lead to cooperation". Or he may follow a so-called tough policy, drawing a sharp line between the "prerogatives" of management and the "responsibilities" of the union.

Both policies are unrealistic and unrewarding, Whyte maintained. Under a soft policy, there is no real bargaining relationship, and case studies indicate that a day of reckoning will arrive, when almost insoluble issues have arisen. Under a tough policy, unions are expected to become "more responsible" without sharing in any of management's responsibilities. From this point of view, the union's responsibilities are negative ones, and as such cannot evoke any union enthusiasm for cooperation.

"If we are looking for stable or cooperative relations", Whyte said, "neither a tough nor a soft policy seems to be the answer." To develop good relations, the top executive must learn to originate and to respond to the originations of union leaders. He must learn to call them in on problems, to give them responsibilities for certain sorts of action. Some of the positive responsibilities of the enterprise are shared by management and the union in all the outstanding cases of cooperative industrial relations.

PROF. MCKELVEY DISCUSSES TAFT-HARTLEY ACT WITH  
COMMUNITY GROUP IN ELMIRA

"Collective Bargaining under the Taft-Hartley Act" was the subject of a lecture by Professor Jean McKelvey to a community group in Elmira, on November 22. Mrs. McKelvey's speech was the third in the Extension Division's Elmira Public Lecture Series, being held at Elmira College.

Mrs. McKelvey pointed out that the Taft-Hartley Act represents a further step in governmental regulation of collective bargaining, a trend earlier crystallized in the Wagner Act. "The question is," she said, "whether or not we want collective bargaining procedure to be subject to governmental regulation or whether we want to preserve sufficient latitude and flexibility for labor and management to make their own collective bargaining contracts."

"Whatever Congress may do to the Taft-Hartley Act, we still face the same problem of developing and strengthening the institution of collective bargaining which has challenged us ever since the Wagner Act was passed," Mrs. McKelvey continued. "The greatest difficulty with the Taft-Hartley Act in this respect is that it was based upon the assumption that weak unions would facilitate collective bargaining procedure. But it is to the interest of management as well as labor that they view their relationship as a long term affair."

From this point of view, it is desirable that less attention be focused on the law and more on the development of the social skills necessary to make collective bargaining really work."

Mrs. McKelvey's recommendations on revision of the Act included the retention of Title II dealing with emergency strikes, plus retention of prohibitions against jurisdictional strikes, organization boycotts, and strikes against an NLRB certification. She recommended that the union security clauses be dropped, but suggested that a new labor law might well include administrative remedies for union discriminatory practices.

PROF. NEUFELD SPEAKS IN ELMIRA ON "AMERICAN LABOR TODAY"

Fourth speaker in the Extension Division's public lecture series in Elmira was Professor Maurice Neufeld who spoke, November 29, on "American Labor Today".

"It is impossible", said Professor Neufeld, "to understand labor today without being aware of certain generalizations based upon the history and development of unions in the United States. Without resorting to these generalizations, each separate move of labor, either in collective bargaining or in its relations with the legislature, would be inexplicable."

In this connection, Neufeld pointed out that there is no one American labor movement, but several. This results from the fact that both the AFL and CIO are federations of autonomously functioning international unions. Not only are the two parent organizations often at odds with each other, but also are by no means perfectly united within themselves.

"Another concept which is basic to an understanding of American labor today," Neufeld continued, "is that by and large American labor is job conscious rather than class conscious. As such, the American labor movements represent conservative forces in the American scene - conservative used in the deepest sense of the word. If more Americans realized this fact about labor's philosophy, there would be a larger tendency toward labor-management cooperation and less talk about labor's prerogatives and management's prerogatives."

Neufeld pointed out also that many of labor's decisions which are unpalatable to management and the public stem from the fact that labor leaders, in order to remain in office, must heed the wishes of the rank and file, and are not in a position to make rapid, unilateral decisions. "Both management and the public have to realize that they cannot demand democracy in labor unions on the one hand and a fast decision from the top, arrived at without consulting the rank and file, in the same breath."

Only when the American public understands these basic facts about the American labor movements, Neufeld said, will it be able to comprehend and analyze correctly labor's current activities.

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ILR RADIO SERIES BEGINS SATURDAY OVER WHCU  
RURAL RADIO NETWORK WILL AIR PROGRAM MONDAY

"Understanding Industrial Relations" is the general theme of a series of radio broadcasts sponsored by the ILR School beginning this Saturday, January 8.

A series of interviews of Industrial and Labor Relations faculty members, the program will continue over an eight-week period, and will be heard each Saturday at 4:30 P.M., EST, over Station WHCU and WHCU-FM. Beginning January 10, it will be rebroadcast each Monday evening at 7:30 over Rural Radio Network.

Dean M.P. Catherwood will open the transcribed series this Saturday with a talk on "Developing Understanding in Industrial and Labor Relations." In this, as in the remaining broadcasts, Professor Maurice Neufeld will act as moderator, and Bruce McKenzie, ILR senior, will announce.

According to the Public Relations Office, the program would not have been possible without the untiring and generous efforts of Professor Neufeld and the enthusiasm and energy which Bruce McKenzie gave to writing, announcing and directing the program. The counsel and cooperation of Michael Hanna and Joseph Short of WHCU enabled the School to plan and execute the program, and the School is likewise indebted to Robert Childs and Lou Frankel of the Rural Radio Network for giving the program further coverage.

The schedule of the series is as follows:

Dean Catherwood	WHCU Sat. 4:30 Jan. 8
Developing Understanding in Industrial and Labor Relations	R.R. Mon. 7:45 Jan. 10
Vernon Jensen	WHCU Sat. 4:30 Jan. 15
The Development of Collective Bargaining	R.R. Mon. 7:45 Jan. 17
Jean McKelvey	WHCU Sat. 4:30 Jan. 22
Mediation and Arbitration	R.R. Mon. 7:45 Jan. 24
William Whyte	WHCU Sat. 4:30 Jan. 29
How the Science of Human Relations Can Be Applied to Industry	R.R. Mon. 7:45 Jan. 31

Alexander Leighton How the Science of Human Relations Can Be Applied to Government	WHCU Sat. 4:30 Feb. 5 R.R. Mon. 7:45 Feb. 7
John McConnell Social Security	WHCU Sat. 4:30 Feb. 12 R.R. Mon. 7:45 Feb. 14
J. James Jehring Industrial Accident Prevention	WHCU Sat. 4:30 Feb. 19 R.R. Mon. 7:45 Feb. 21
Maurice Neufeld American Labor Today	WHCU Sat. 4:30 Feb. 26 R.R. Mon. 7:45 Feb. 28

Rural Radio Network Stations include:

WFNF Wethersfield	107.7 Mc.	WVBN Turin	107.7 Mc.
WVBT Bristol Center	101.9 Mc.	WSLB-FM Ogdensburg	106.1 Mc.
WVFC Ithaca	95.1 Mc.	WGHF New York City	101.9 Mc.
WVGN DeRuyter	105.1 Mc.	WACE-FM Springfield, Mass.	100.3 Mc.
WVCV Cherry Valley	101.9 Mc.	WFHA Hartford, Conn.	103.7 Mc.

HARRY MOORE, ILR SENIOR, HAS ARTICLE ACCEPTED IN "BUSINESS SCREEN"

An article titled "Keeping Students and the Public in the Dark" by Harry Moore, ILR senior, has been accepted by Business Screen. The article was written as an assignment in his class in Public Relations and concerns the activities of the audio-visual department at ILR.

HOLIDAY STUDENT PARTY IS HIGHLY SUCCESSFUL

Holiday spirits were very much in evidence at the ILR Student Organization's annual Christmas Party, held Saturday, December 11, at the Ithaca College Outing Club Lodge. About 200 ILR undergraduates, graduate students, faculty, staff and guests attended, and from all appearances and reports, the party was a complete success.

Upon payment of \$1.50, each guest received his fill of food and drink, dancing to the music of a four-piece band, and entertainment of the vaudeville type supplied by the students themselves. The lodge was appropriately decorated in the Christmas motif, two large open fireplaces supplied warmth, and a general atmosphere of hilarious informality prevailed.

ARTICLE BY DEAN CATHERWOOD FEATURES IN  
DECEMBER "WORKERS EDUCATION BUREAU NEWS-LETTER"

"Education in Industrial and Labor Relations" is the title of an article by Dean Catherwood appearing in the December, 1948 issue of the Workers Education Bureau News Letter. In the article, Dean Catherwood describes those aspects of the School's program which are of special interest to labor organizations.

The Workers Education Bureau is the official educational agency of the American Federation of Labor, and its monthly News Letter reaches all affiliated unions of the AFL.

FACULTY, STAFF AND GRADUATE STUDENTS HOLD CHRISTMAS GET-TOGETHER

ILR faculty, staff and graduate students entertained each other at a Christmas Party, held in Room 50, December 16, from 8 to 10 P.M. The social committee provided music and refreshments, and Santa Claus, bearing gifts, provided sweetness and light to the gathering.

"SUPERVISION" PUBLISHES ARTICLE BY PROFESSOR JEHRING

The December, 1948 issue of Supervision carries an article called "Films for Foremen", by the ILR School's Professor J. James Jehring. The article describes one company's attempt to develop a peacetime counterpart of the wartime attitude-forming film program to project certain ideas and attitudes to employers.

Last year, Professor Jehring set up a program of films for the Ithaca Gun Co. to cover seven monthly foremen dinners. The highly successful program is again being repeated this year. The article discusses this program.

STATE CIO COUNCIL PASSES RESOLUTION RECOMMENDING ILR EXTENSION SERVICES

The New York State CIO at its annual convention in Syracuse in December passed a resolution urging that all affiliated unions take full advantage of the educational services of the ILR School.

The resolution was based upon services rendered by the School to labor unions throughout the State during the past year. These services included not only general public classes on subjects of interest to union members, but also many specialized programs which were planned in consultation with union leaders and educational directors to meet the specific needs of their membership.

CIO unions which took part last year in programs of the School include the Amalgamated Clothing Workers of America, United Auto Workers of America, the United Retail, Wholesale, and Department Store Employees of America, the Textile Workers of America, the United Gas and Chemical Workers of America, the United Steel Workers of America, and the American Union of Telephone Workers.

The resolution of the State CIO Council states that "the Extension Division of the New York State School of Industrial and Labor Relations has contributed to the development of labor education in New York State by cooperating with unions, assisting them with their educational programs including such matters as stewards training, development of educational committees, instruction in public speaking, parliamentary law, collective bargaining procedures, and practices, history of the labor movement, labor legislation, labor economics, supplying films and other audio-visual aids."

In view of those services, the New York State CIO Council urged its affiliated unions "to take full advantage of the educational services of the New York State School of Industrial and Labor Relations in developing educational programs within their locals."

The resolution further urged unions affiliated with the New York State CIO Council to participate in community groups where the extension activities of the School are available "to the end that there may be better understanding of industrial and labor relations by labor, management, and the public."

PROF. KONVITZ ASSISTS IN PREPARATION OF MEMORANDUM  
ON CIVIL RIGHTS LEGISLATION FOR PRESIDENT TRUMAN

On December 15, Prof. Milton R. Konvitz attended a conference of civil rights experts called by the National Citizens Council on Civil Rights at the Wilkie Memorial Building in New York City, to prepare a memorandum on civil rights legislation for submission to President Truman. Professor Robert E. Cushman of Cornell also attended. The meeting was called by Herbert Bayward Swope.

This evening Prof. Konvitz will speak before the Cornell chapter of the League of Women Voters on the subject "The Control of Subversive Activities."

EDITOR OF "AMERICAN FEDERATIONIST" PRAISES STUDENT WORK IN "THE COMMENTATOR"

The November issue of "The Commentator" which contained an article on child labor, an article on the School's third anniversary, and an article on the union research conference was sent with an accompanying letter to the editors of 135 labor union publications. Bernard Tassler, Editor of the "American Federationist", official organ of the American Federation of Labor, wrote back to the School: "Thanks very much for sending me the publication. I feel the staff of the I and L Commentator are deserving of commendation for putting out such an interesting, well-edited publication. Would you convey this sentiment to the staff members."

ERNEST BULOW BECOMES ASSISTANT PROFESSOR AT TEXAS A&M COLLEGE

Ernest Bulow, graduate assistant who received his M.S. December 16th, has accepted an appointment at Texas A&M College as Assistant Professor. He left January 2nd and will begin professorial duties February 2nd. He will teach "Business Management," "Sales Management," and "Salesmanship."

PROF. SMITH OPENS COMMUNITY FORUM AT LITTLE FALLS

Professor Alpheus W. Smith was speaker at the Little Falls Community Industrial Forum recently. A community undertaking for civic, labor, and management groups, the forum features a nationally known speaker once a month. Professor Smith spoke on "Why Men Work."

Upon request of community leaders, the Extension Division assisted Little Falls in the planning of the community forum, gave suggestions and served as consultant in setting up the program. The Little Falls Forum is especially significant in that this is a new type of extension activity. Professor Smith was asked to attend the first organizational meeting of the community group in November and subsequently to open the Forum as first speaker. The monthly forums are held in the auditorium of the Little Falls High School.

BUREAU OF NATIONAL AFFAIRS ESTABLISHES INTERNSHIP  
FOR ITR STUDENT INTERESTED IN EDITORIAL RESEARCH IN LABOR RELATIONS

The Bureau of National Affairs, Inc., Washington, D.C., has established an Internship at the New York State School of Industrial and Labor Relations, Cornell University, M.P. Catherwood, Dean of the School, announced. The Internship will be awarded each year to a student in the junior class who is outstanding for his or her academic achievement and interest in editorial research in the field of labor relations.



Dean M.P. Catherwood, in announcing the creation of the Internship award, stated, "The establishment of such an award will supply splendid experience for students of the School by making available the opportunity to perform editorial research."

Each Internship will start in June and run for ten consecutive weeks. The Intern will be attached to the Office of the Bureau's Associate Editor in charge of labor publications to perform editorial research in that field. The Internship will carry a stipend of \$400. Selection of the Intern will be performed by the Bureau of National Affairs upon recommendation by the School in the Spring.

The Bureau of National Affairs is a private organization engaged in publishing daily and weekly reports relating to current legal and economic subjects. Irving Sabghir, a senior at Cornell's Industrial and Labor Relations School, worked with the Bureau of National Affairs last summer as part of his summer work training requirement. The School requires that in addition to academic work, every graduate must have spent three summers of ten weeks gaining practical experience in the field.

#### PROF. WILLIAMS DISCUSSES COMMUNITY SURVEY IN ELMIRA

Students and faculty heard Professor Robin Williams of the Sociology Department at a recent Monday afternoon Graduate Seminar. Williams described the development and recent results of the community survey currently being conducted by members of the Sociology Department in Elmira.

The general problem being investigated in Elmira, said Williams, is that of intergroup tensions. The community is being studied not as an undifferentiated mass of residents, but as being composed of certain fairly distinct groups holding types of attitudes. An individual and his attitudes are investigated from the point of view of the groups to which he belongs, identifies himself and otherwise adheres to, or reacts against, as the case may be.

The study began last June, and will continue for three years, financed by a \$150,000 grant from a research institute. In addition to Williams, those in charge are Professor John Dean and Professor E.A. Suchman.

"As the study has developed," said Williams, "it bears some resemblance to the original plans, but is not, at this point, the same study." The reason for this, he explained, is the unanticipated, though rewarding, participation by the Sociology Department in a voting study, in conjunction with organizations doing public opinion research. In the light of the election results, this study has become extremely important, because (1) it did not attempt to predict the outcome of the elections, and (2) post-election interviews are being conducted to investigate the reasons for shifts in opinion.

Among the results of the voting study, as cited by Professor Williams, are the following: (a) Those who did not cooperate in the pre-election polling tended more often to vote for Truman, according to the post-election interviewing. (b) Those who were not found at home after seven or eight tries, before the election, are being followed up, and are found to favor Truman. Williams pointed out that Gallup and other professional pollsters tended to overlook this group, because more than two or three tries is an extremely expensive proposition. (c) The great bulk of the "undecided" voters voted for Truman. (d) A good many voters -- particularly those who called themselves "working class" -- abandoned Dewey at the last minute and voted for Truman. Williams hypothesized that these people worked off their aggressions against Truman during the campaign, then voted for him anyway.

LAWRENCE SHAFER. INTERNATIONAL REPRESENTATIVE OF THE UNITED STEEL WORKERS,  
ADVOCATES USE OF HUMAN RELATIONS TECHNIQUES IN NEGOTIATIONS

Lawrence Shafer, International Representative of the United Steelworkers of America, CIO, spoke Tuesday, December 14, in Professor William F. Whyte's Human Relations class, on the subject "Bargaining for Union-Management Cooperation."

Shafer's talk revolved around the 1947 contract negotiations between the Steelworkers and a Chicago company. Shafer represented the local union in these negotiations because a general atmosphere of animosity between union and management threatened seriously to obstruct consummation of the agreement.

"In these negotiations," said Shafer, "the human element in bargaining was of top importance." He pointed out that in this company, a long history of exceedingly poor labor-management relations existed, which had resulted in deliberate production slow-downs on the part of employees, and a bitter clash of personalities involving the local union president on the one hand, and the general factories manager and company vice-president on the other. It had been customary, Shafer said, for both parties to the agreement to resort to name-calling, whenever seemingly insoluble problems arose in negotiations.

Shafer stated that by applying human relations techniques he was able to generate an atmosphere which made possible the reaching of an agreement. So successful was he, with the help of the local union committee, that once the contract was signed, the following results very shortly accrued: (1) increased production, with general abandonment of former slow-down practices; (2) reduction of personality clashes to a minimum; (3) a considerable increase in the responsibilities accorded union representatives in the plant.

MAN OF THE WEEK

(That you may better know the other members of faculty, staff and student body, each issue we present a thumbnail biography.)

The kindly gentleman with sandy hair, spectacles and pipe, without whom dust would pile high on the furniture, cobwebs would multiply in the corners, and life in the ILR School would be literally a mess, is Ed Sheldon, who from the small hours of the morning until mid-afternoon occupies janitorial headquarters in Room 43B.

Ed Sheldon is now an irreplaceable institution, having been janitor for the ILR School since October, 1946, when the School first moved into its present buildings. He came here from a nearby farm, where he worked during the war years, because of the scarcity at that time of farm labor, and because, as he puts it, "farming is my real trade." Prior to the war, he worked for about three years as a janitor in other buildings on the Cornell Campus.

A native of Tompkins County, Sheldon was born in Dryden, New York. Except for a two-year period during his boyhood, when he lived with his sister in Elizabeth, New Jersey, he has always resided in this area.

The son of a farmer, born and brought up in a rural community, Sheldon has the "farming bug", he says. "There's nothing like it. For five years, I worked in the grocery business, and recently my health hasn't permitted me to do hard farm labor, but other than that, I've always farmed. You couldn't make me live in a city." He is, incidentally, the proud owner of a fifteen acre farm in Tompkins County.

PEOPLE ARE WONDERFUL

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A group of ILR graduate students, whose life is, in the words of its spokesman, Jake Seidenberg, "one unmitigated round of festivities," gave itself a Christmas Vacation send-off party at the Brush and Falctte, Candor, N. Y., on Sunday, December 12. Hilarious participants were Jake Seidenberg, Jack Oster, Walter Witham, Bob Connolly, Andy Crocchiolo, Jack Culley, Gerry Ottoson, Nancy Barone, Lois Remmers, Eleanor Anglin, and Mary Martha Ryan. Steaks were enjoyed by all.

Congratulations to Professor Beach, who, we understand, recently beat graduate student Andy Crocchiolo in three consecutive handball games. This is no mean feat, when one considers that Andy has played the game since the age of twelve, and is reputed to have beaten a nationally ranked player at one time. Incidentally, Professor McConnell also ran.

Professor Tolles entertained members of his graduate seminar in Labor Economics at his home, on Sunday, December 12. Kinks in the demand curve were discussed, among other things, over Mrs. Tolles' excellent coffee and upside-down cake.

Gerry Ottoson, Professor Beach's graduate assistant, wishes to make the following statement in this column: "Of all wonderful people, Doris Stevenson is the most wonderful. She hands the graduate assistants a check two days before Christmas Vacation, then we receive another one immediately following vacation, after having done nothing for two solid weeks."

Walter Witham, graduate assistant to Professor Jehring, is the proud recipient of one flashy pair of argyle socks, presented him by a group of coeds out of sheer gratitude, in return for Walt's services at the Willard Straight Open House, Saturday, December 11, where he showed movies.

Mary O'Brien, Professor Jensen's secretary, returned from a recent trip to Chicago with a beautiful diamond. The lucky man is Dick Quasey, a graduate of Cornell's School of Civil Engineering. He is working for the Phillips Drilling Company in San Antonio, Texas. Mary and Dick plan to be married in April and will live in San Antonio where Dick has a four-room apartment waiting.

Every day in the coffee room Phyllis Krasilovsky has been observed industriously knitting on a long, dark red scarf. Finally, on December 22 the work was finished -- just one year after its beginning. She has knitted three rows on it each day -- purpose -- to give it to her husband, Bill.

Edward Yuan visited School Monday, Dec. 20. He is doing advanced work for an M.A. in Economics at the University of Wisconsin. On graduation in June, 1949, she hopes to be able to return to China.

All of us already know about Flo Stewart's romance. The latest chapter is that Flo has a lovely diamond ring which should tell its own story. She has not, as yet, announced her and Don's plans!

NEWS RELEASES

PROF. BEACH ANNOUNCES ALPERN AND HILLMAN SCHOLARSHIP AWARDS

Scholarship awards for undergraduate students in the New York State School of Industrial and Labor Relations, Cornell University, for the year 1948-49, were announced this week by Professor Kenneth Beach, Scholarship Committee Chairman.

Funds for the awards are drawn from two sources: (1) the Daniel Alpern Memorial Fund, whose donor, Mr. Harry Alpern of New York City, in 1946 granted a total gift of \$2,000, to be administered by the Industrial and Labor Relations School over a three-year period; and (2) the Sidney Hillman Memorial Scholarship Fund, donated by the Amalgamated Clothing Workers of America, CIO, which this year granted \$2,000 to the New York State School of Industrial and Labor Relations.

Students receiving awards from the Alpern fund are: Robert Crisara, a junior, son of Mr. and Mrs. Frank Crisara, of Cortland, N.Y.; Alex Hawryluk, sophomore, son of Mr. and Mrs. Paul Hawryluk, Westhampton, Long Island; Marion Holley, junior, daughter of Mr. and Mrs. Ira H. Holley, New York City; Harriet Mabon, junior, daughter of Mr. and Mrs. Merrill Mabon, Batavia, N.Y.; and Patricia Stroup, junior, daughter of Mr. and Mrs. Claude M. Stroup, Westbury, N.Y.

Hillman fund recipients are: Sally Heller, senior, daughter of Mr. and Mrs. Morris Heller, New York City; Irving Sabghir, senior, son of Mr. and Mrs. Jacob Shapiro, Brooklyn, N.Y.; David and Jonathan Lubell, sophomores, sons of Mr. and Mrs. Louis Monas, Bronx, N.Y.; Samuel Sackman, son of Mr. and Mrs. David Sackman, Rockaway Beach, N.Y.; Ruth Singer, senior, daughter of Mr. and Mrs. Joseph Singer, Brooklyn, N.Y.; and Samuel Suckow, sophomore, son of Mr. and Mrs. Nathan Suckow, Bronx, N.Y.

The Daniel Alpern Memorial Scholarship Fund was established by the donor, Mr. Harry Alpern, in the memory of his oldest son, killed in World War II. Jerome Alpern, youngest son of the donor, is a student at Cornell, double-registered in the School of Industrial and Labor Relations and the School of Business and Public Administration.

Under the administration of Jacob Potofsky, President of the Amalgamated Clothing Workers of America, CIO, the Sidney Hillman Memorial Scholarship Fund is part of a larger fund, established in the memory of the late Amalgamated President, and being expended for research, lecture series, and public service in the field of labor and industrial relations, as well as for university scholarships.

MANAGEMENT RESEARCH CONFERENCE DISCUSSES  
SIGNIFICANT INFORMATIONAL OPS IN INDUSTRIAL RELATIONS

Research contributions to labor-management relations was the theme of a two-day conference sponsored by the New York State of Industrial and Labor Relations at Cornell University Dec. 9 and 10. At the conference twenty-three representatives of management and management groups reviewed research projects now underway or contemplated by Cornell University and by their own companies. Dr. Leonard P. Adams, Director of Research at the School of Industrial and Labor Relations, was chairman of the conference.

The conference was attended by members of the American Arbitration Association, the American Home Products Corporation, the American Management Association, the Associated Industries of New York State, the Bigelow-Sanford Carpet Company, the Brooklyn Chamber of Commerce, the Chamber of Commerce of the State of New York, the Crucible Steel Company, the Esso Standard Oil Company, the General Electric Corporation, General Foods Corporation, the E.F. Goodrich Company, the Goodyear Tire and Rubber Company, the Industrial Management Council of Rochester, R.H. Macy and Company, the Manufacturers Association of Syracuse, the New York Telephone Company, the Society for the Advancement of Management, the Socony-Vacuum Oil Company, Standard Oil Company (New Jersey), the Western Electric Company, and faculty of Cornell University.

Significant gaps in knowledge on which further research is required were appraised by members of the conference. Some interesting suggestions coming out of the conference were:

(a) Management research in labor-management relations might be more effective if representatives of labor organizations were brought into the discussion of problems of mutual interest.

(b) More information on variations in patterns of industry-wide bargaining would be helpful.

(c) The problem of establishing criteria for wage determination has hardly been scratched. More research is needed especially with regard to establishing evaluation programs in connection with supervisory jobs.

(d) Employment of women in increasingly large numbers in industry has posed problems for management which need careful study.

(e) Further study of basic employee motivation is needed for employee labor-management relations.

(f) The problems of retirement need further exploration. Most conferees felt too little attention had been given to the problem of conditioning or preparing people for retirement. It was further pointed out that automatic retirement age limits do not necessarily coincide with the need for production, with the increase in the average age of the population, or with the individual employee's own wishes.

#### INDUSTRIAL DIRECTOR PREDICTS PAY HIKE

The School of Industrial and Labor Relations at Cornell heard a discussion of "What's Ahead in Labor-Management Relations" Monday, Dec. 13.

Speakers were S.J. Ciciarelli, director of industrial relations for the Manufacturers Association of Syracuse, and John Schreier of Buffalo, general organizer for the American Federation of Labor.

A fourth round of wage increases, but less general and more selective than its predecessors, was anticipated by Ciciarelli. With this, he predicted price increases and percentage increases allowing a greater incentive to skilled labor and furthering a wider differential in wages.

Schreier expressed his belief that the Taft-Hartley Act has generally increased racketeering and decreased organizing. During the war, a high degree of labor-management cooperation existed, he said. But when the law came in, this cooperation declined and relations of long standing were disrupted, he said.

PROF. MCKELVEY DISCUSSES PROBLEMS OF TEACHING  
INDUSTRIAL AND LABOR RELATIONS IN "LABOR AND THE NATION"

"Teaching Industrial and Labor Relations" is the title of an article appearing in the November-December issue of Labor and the Nation, by Professor Jean T. McKelvey, member of the faculty of the New York State School of Industrial and Labor Relations, Cornell University.

In her discussion of the teaching methods best suited to instruction in the field of industrial and labor relations, Professor McKelvey stresses the experimental nature of the curriculum. "On this expanding educational frontier," she writes, "the curriculum and teaching methods are in an experimental stage. Because of their novelty these schools are faced with the problem of developing instruction without ben fit (or as some might say, the blighting influence) of educational guideposts and traditions established elsewhere in the academic world. As the first school of its kind in the country the New York State School of Industrial and Labor Relations has had a unique opportunity to pioneer in the development of a curriculum and to experiment with teaching methods applicable to the training of young men and women for professional work in industrial relations."

Out of this experimentation, Professor McKelvey continues, has developed a program which strives for objectivity in presenting controversial material. "Courses in industrial organization had to be matched with the study of trade union organization and operation. Collective bargaining required an awareness of the interests and objectives of both labor and management."

Even more pressing, Professor McKelvey writes, is the problem of bringing students into contact with the realities of the world of industrial relations. "What the student needs to understand first is the world of industry, its tools, processes, production methods, organization and trends." To achieve this end, all students are required to take a course in industrial processes, in which they make weekly trips to industrial and commercial establishments within a 50-mile radius of the campus. In addition, "instructors in other courses, such as labor economics, social security, trade union organization and management also supplement classroom instruction by sending students to minimum wage and labor relations board hearings, labor and management conferences, conventions and arbitrations."

Further efforts to approximate reality include bringing into the school a steady stream of visitors from labor, management and government organizations; experimenting in the classroom with role-playing -- i.e., holding mock negotiation, mediation and arbitration sessions; providing for the students an up-to-date library containing contracts, case material, agency and court decisions, legislative hearings, minutes of negotiations, and similar records.

More important than any of these "second-hand methods", however, is, says Professor McKelvey, the school's requirement that each undergraduate student spend three summers working for management, labor, and government. "In establishing the requirements for the working training program and in making it a major part of the educational experience, the School has three goals in mind: to help students to understand the special problems and points of view of management and labor; to give them an opportunity to gain the special knowledge and skills which are required in actual performance on a job; and to assist them in choosing a vocation within the field.

"Thus far," writes Professor McKelvey, in closing, "the cooperation which we and our students have received from many leaders of industry and labor has been encouraging. If these leaders will continue to accept a role as 'adjunct professors', we may in time succeed in accomplishing what should be the goal of education everywhere -- the breaking down of artificial stages in an individual's growth and the integration of learning and doing throughout life."

EXTENSION DIVISION SPONSORS FIVE TALKS  
FOR ROCHESTER CENTRAL TRADES AND LABOR COUNCIL

The Extension Division is sponsoring five talks for the Rochester Central Trades and Labor Council. These talks are given at approximately nine P.M. following the close of the regular business meeting of the Council. This is the fourth such program the Extension Division has sponsored and the second program of this type given at the request of the Rochester Council. Last year, the Extension Division gave similar programs for the Niagara Falls Federation of Labor and for the officers and delegates of the Buffalo Federation of Labor.

The schedule of talks for the Rochester Council is: Dec. 9, "Industrial and Labor Relations", Professor Robert Ferguson; Dec. 23, "American Ideals", Professor Milton Korvitz; Jan. 12, "Health and Welfare Plans and Collective Bargaining", Professor Vernon Jensen; Jan. 27, "You Can't Hire a Hand", Professor Temple Burling; Feb. 10, A Film Forum, Professor J. James Jehring.

PROFESSOR BEACH'S CLASS IN INDUSTRIAL PROCESSES  
VISITS FOUR PLANTS IN AUBURN

The second week of December, Professor Kenneth Beach's students in Industrial Processes visited two plants in Auburn, N. Y., one group going to the Columbia Rope Company, the other to the Firth Carpet Company.

At Columbia Rope, J. H. Slagle, Industrial Relations Manager, took charge of the tour, and talked to the students on the company's industrial relations policy and program.

At the Firth Carpet Company, students saw the manufacture of Axminster and Chinelle rugs, and discussed company personnel and industrial relations policies with J. C. Melrose, General Manager and Vice President, and Assistant Superintendent Sager.

The preceding week the Industrial Processes class visited the Diesel Engine Division of the American Locomotive Company, and the International Harvester Company, both in Auburn. At American Locomotive, students heard an address by B. J. Hutchings, Personnel Manager; and at International Harvester, R. J. English, Training Director, was in charge of the tour.

"ROUND-UP" IS PUBLISHED FOR I&LR ALUMNI

The January issue of a new publication, similar in format to F.O.I., has just been published by the Offices of Student Personnel and Public Relations to keep alumni informed of activities of the School and one another. The mimeographed news sheet carries a blue cover with yellow paper inside. "Round-Up" will be published two or three times a year. The initial issue contains letters by Dean Catherwood and William McMillan, President of the I&LR Alumni Association, a section devoted to excerpts from alumni letters entitled "The Mailbag," a section devoted to "Recent Publications," and a section on "The Alumni Association," in addition to information on the whereabouts and activities of over ninety alumni. Copies of "Round-Up" are available in both the Student Personnel and Public Relations Offices for anyone interested.