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Abstract

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Comments

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ALUMNI-FACULTY SEMINAR IN NEW YORK

Alumni and faculty will head for New York's Hotel Martinique come December 3 and 4 for the first alumni-faculty seminar. Purpose of the seminar is to keep both alumni and faculty up-to-date on current developments in industrial and labor relations.

The program, planned by a Committee on Arrangements, includes for the opening Friday evening session welcoming remarks by Dean Catherwood and Alum Prexy Bernie Lampert, and an address, "Significant Trends in Labor-Management Relations," by Visiting Professor David L. Cole.

Two workshops on personnel are slated for Saturday morning's program:

"Selection and Development of Supervisory Personnel" will be handled by Prof. Earl Brooks, with the assistance of Bill A. Busch, Ed Field and Maria Nekos; "The Role of the Personnel Department in the Modern Business Organization," with Jules Graubard (personnel director for Bache & Co., and an IIR extension teacher), and alumni Mary Lou Dappert, John Lorini, and Donald Taggart.

Luncheon speaker will be Jay Kramer, Chairman of the State Labor Relations Board, talking on "The Twilight Zone of State Federal Jurisdiction."

(more)

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RETIREMENT PLANNING CONFERENCE

An on-campus conference on Flexible Retirement and Preretirement Planning for business and industry, the first of its kind at Cornell, is planned for December 7 and 8. To provide opportunity for informal discussion and sharing of experience among participants, enrollment will be limited. The seminar is for business and industry executives concerned with formulation and administration of their companies' retirement policies.

On Tuesday's program are Dr. Clark Tibbitts, Department of Health, Education, and Welfare, speaking on "The Older Worker at Work and in Retirement"; Dr. Wilma Donahue, University of Michigan, discussing "Psychological Aspects of Work and Retirement"; luncheon speaker is Dr. Gordon Streib of Cornell, giving a preliminary report of the Cornell Research on Retirement. Harold Hall, retirement planning consultant, will be dinner speaker on "Executive Retirement - Case Studies."

Wednesday will include a panel on Administering Flexible Retirement, with Dr. Donahue, Dr. Tibbitts, Mr. Hall and A. D. Marshall, Secretary, General Electric; Dwight Sargent, Personnel Director for Consolidated Edison, and E. B. Shultz, Chief, Labor Relations Branch, TVA. The seminar will conclude with an afternoon panel.

Prof. John McConnell is conference program chairman.

The afternoon features "The Role of Government in Industrial Relations", with George Fowler, Jack Sheinkman and Horace Sheldon. Wind-up session is on "Collective Bargaining - 1955", with Prof. Arnold Tolles, and Vincent Finan, Irwin Krantz, and Bob Swanson as panel members.

Resignation fee is \$5.00 which covers the Friday dinner and Saturday luncheon. Fee for others than alumni is \$10.00.

Early registration indicates that a goodly number of alumni will turn out. The Committee on Arrangements consists of Bill E. Carroll, Chairman, Rudolph Corvini, George Fowler, Lois Gray, and Bernard Lampert.

WINDMULLER, JENSEN ON IRRA PROGRAM

Two ILR faculty are on the program of the IRRA meetings to be held in Detroit December 27-30. Prof. Vernon Jensen will chair a session on "Union Growth," while Prof. John Windmuller will serve as a discussant in the Tuesday morning session on "The Labor Movements in the Modern World." Two former ILR'ers will give papers at this session. They are Adolf Sturmthal, Visiting Professor at ILR in 1952-53 and 1953-54, whose topic is "The Labor Movement and Economic Development in Mexico," and Prof. Val Lorwin, Ph.D. '53, of the University of Chicago, giving "An Appraisal of Studies of the Labor Movements of Western Europe."

According to Prof. Windmuller, plans are being made for a breakfast for Cornellians attending the IRRA meetings either Wednesday or Thursday morning. Those planning to attend the breakfast should get in touch with Prof. Windmuller.

WORKSHOP CONDUCTED FOR SAMPSON

A five-day workshop in Leadership and Management was conducted on campus November 15-19 for civilian and military management trainees of the U. S. Air Force Base at Sampson. Workshop participants were divided into four three-man teams, with each team having a leader, recorder, and observer. The teams rotated in conducting sessions.

ILR Professors Felician Foltman, Edwin Harris, Frank Miller, Harlan Perrins, and Alpheus Smith served as consultants on subject matter and teaching techniques.

TWO FREE BEERS FOR THE PRICE OF ONE

The Dean gave the shirt off his back and Henry Landsberger wrapped John Chapman's scarf around his neck to make this year's faculty-staff-grad party the greatest thing to hit ILR since the first theory of the labor movement.

One hundred and fifty ILRers who burst the seams at the Cornell Residential Club until well after 12:30, November 19, were impressed with the purchasing power of their \$1.25. It included Roger Knox' square-dance calling, a faculty-staff charade contest, highlighted by the Dean's realistic "take-off" of Pajama Game, a Landsberger-Chapman duet on the front office-secretary theme, and a generous sampling of beer, soft drinks and sandwiches.

Kudos to the planning and energetic ticket-selling of the party committee: Monica Daly, Fil Foltman, Myron Miller, Lee Reisman, Bob Risley and Roger Sommer, and to Lee Eckert, School social chairman.

RESEARCH TOPIC FOR ADVISORY COUNCIL

The School's Advisory Council met on campus November 19, with the School's research and publications program coming in for discussion. Individual research projects under way were reviewed. Members of the Council had opportunity to question staff members in charge of projects. Research recently completed and projects contemplated for the future were also discussed.

DEAN RETURNS FROM PUERTO RICO

Dean Catherwood has returned from his month's service on three tripartite committees working out suggested minimum wage rates for three Puerto Rican industries: electrical instrument and related manufacturing; metal, machinery, transportation equipment; and plastic products. He served as the public member of these committees.

He found Puerto Rican living standards low, cost-of-living relatively high, and industry gradually replacing the island's one-crop economy. A ten-year moratorium on taxes and the lower wage rates are inducements offered companies to open plants there. But companies must face the limitations of a labor force which has no long history of industrial experience. Industrial training, the Dean said, is the Island's greatest need.

At Wednesday's "international luncheon" for staff and graduate students, Dean Catherwood described the various sources of the Committees' information, the criteria upon which rates were settled, and the stratagems of management and labor in presenting their respective positions, as well as other complicated considerations that went into each decision.

The Dean stayed at the Caribe Hilton and met with his committee in offices of the non-Latin-sounding New York Department Store. By way of compensation, however, he spent a weekend of his Caribbean month in the Virgin Islands.

PUBLIC HEARINGS TO BE HELD

The New York State Joint Legislative Committee on Industrial and Labor Conditions will hold its annual series of public hearings at the Hotel Astor in New York the week of December 13. The first item (Monday, December 13) at the hearings will be a report from the School on Education in the Field of Labor-Management Relations at which the School's research and scholarship program will be discussed.

Some of the Committee members met at the School October 9, 10 and 11.

SECOND INDIAN GROUP LEAVE CAMPUS

The second group of Indian leaders of industry, trade unions and government to study at ILR has come and gone. For four weeks the visiting Indians attended lectures and classes especially designed to acquaint them with American economic history and industrial relations. Subject matter emphasized the methods by which labor-management cooperation increases productivity and the procedures for employing and training American workers. Courses were conducted by members of the ILR faculty, with the over-all program directed by Prof. Oscar Ornati. In addition to attending classes, the group visited Ithaca High's machine shop, Rochester's Paul Revere Technical High, and Cornell's Engineering Colleges, and spent a weekend with families in Rochester. Members of the group also attended the ILR party.

Before leaving campus to visit government agencies in Washington and industrial plants throughout the country, the group attended a special graduation and luncheon ceremony at the Statler November 18, with Dean Catherwood presenting graduation certificates. Mr. Jerry Kaukonen, consultant to the Office of International Labor Affairs, spoke.

The Indians' program of travel and study is part of the U. S. Point 4 technical assistance program, under the direction of the Foreign Operations Administration.

LABOR NEWS REPORTERS HERE JANUARY 21-22

The third annual conference for writers reporting labor-relations news will be held on campus Friday and Saturday, January 21 and 22. As a follow-up on last year's session on Developing News and Features about Constructive Labor Relations, the first half day will be devoted to a discussion of "Objectivity in Labor Reporting," led by representatives from a business magazine, a wire service, a New York City newspaper and an up-state newspaper. Melvyn Pitzele, labor editor for Business Week, will be chairman.

Friday afternoon will be given to "Labor Issues in Legislation in 1955", at which session will be present representatives from government, industry, and labor with Prof. Jean McKelvey as chairman. Saturday's session, chaired by Prof. David Cole, will be called "Unity in the Labor Movement." AFL and CIO officers, as well as representatives from a couple of the more individualistic unions, will discuss such matters as the no raiding pact, and possible amalgamation of CIO and AFL.

Prof. Wayne Hodges is program chairman.

PROF. CARPENTER'S LEAVE EXTENDED

Prof. Jesse Carpenter's Fulbright grant has been extended for another three months - through June 1955. He was originally granted a nine months' leave to do research on compulsory labor arbitration in Australia. In a recent letter to the Dean, Prof. Carpenter writes that he is now working toward the selection of a few current case studies that will point up some of the major features of the Australian compulsory labor arbitration system.

In a lighter vein he reports that he finds himself at "opposite ends" in his work contacts and experiences. One day he sat for hours in an unofficial, off-the-record "compulsory conference" between the Ford Motor Company and the Mechanics Union of its workers. At the other extreme he found himself sitting on the high bench with the be-wigged and be-gowned justices of the Arbitration Court. He adds, "Among 'his learned Honors' I was overcome by a strange feeling of bareheadedness."

ILRERS TEACH UP-STATE

Batavia, Syracuse, and the Cornell campus are the scenes of current extension teaching by four ILR resident staffers. Both Prof. Alpheus W. Smith and Graduate Assistant Gordon Voss are teaching courses in Syracuse. Prof. Smith is winding up a six-week course in Human Relations for Supervisors for two plants of the Onondaga Pottery Company, while Voss is conducting an 11 session course in Conference Leadership for Bristol Laboratories.

Prof. Edwin Harris is teaching a nine-session Management Conference for Supervisors for both state and endowed college personnel at Cornell. Mrs. Alice Cook is currently conducting a six-week course in Shop Steward Training for a brand new local, 352, of the IUE, CIO in Batavia.

REPRINT ISSUED

Number 26 in the School's reprint series has been issued recently: "Indian Trade Unions Since Independence" by Prof. Oscar Ornati, from the August 1954 issue of "Far Eastern Survey". Copies of School reprints can be obtained from the School's Distribution Center in Room 45.

ILR ALUMNUS INJURED IN PLANE CRASH

Paul Napier, ILR '54, was seriously injured this month when the private plane in which he was riding crash-landed on a golf course near Ft. Lee, Va., where he is stationed.

CAREER CONFERENCES PLANNED BY STUDENTS

This academic year, a new ILR Student Council Placement Committee, with Alan Kaye as its chairman, is continuing a series of "career conferences" initiated last year. The Committee is encouraged by the evident interest and enthusiasm engendered by the meetings last year, featuring ILR faculty members Professors Corvini, Lynn Emerson, and Jean McKelvey.

This year the Committee is planning a series of several such conferences, with emphasis on speakers from outside the school. Purpose of the program, according to Committee Chairman Kaye, is to acquaint ILR students with the nature of employment opportunities in the field of industrial and labor relations and the operation of company industrial relations programs.

At the year's first meeting Carl Carlson, ILR '53, Westinghouse industrial relations trainee, discussed his company's industrial relations training program. Some 40 students were present to hear Carlson. A thirty-minute question and answer period followed, with some students staying after the closing hour to continue their questions.

For the second meeting of the series, December 6, the Committee has invited Ray Pierce '51, Assistant Director of Industrial Relations for General Railway Signal Company, Rochester, to talk on his company's industrial relations program, his job within the plant, and opportunities for prospective ILR graduates.

Members of the Placement Committee are Alan Kaye, chairman, Don Goldman, Margaret Eckstein, Arnold Ellis, all class of '56; Charles Adoff and Paul Wenderlich, class of '56, and Philip Getter '58. Prof. Rudolph Corvini serves as adviser.

SENIOR SOCIETIES ELECT ILRERS

Cornell senior honoraries have elected ILR'ers to membership: Harold W. Booth and J. Rush Marshall to Sphinx Head; Paul J. Hyman and Joe Marotta to Quill and Dagger.

NEWCOMERS TO ILR

Two newcomers have joined the ILR staff during the past month: Mrs. Rita Freeman has replaced Marilyn Cooper in the Administrative Assistant's Office; Mrs. Mary Swartout is Lee Eckert's new assistant in charge of Library Documentation Center files.

Rita, from North East, Pa., is mother of a 2½-year-old son, Maxie. Her husband is a Veterinary College senior. Before Maxie's arrival, Rita was an Agricultural Extension secretary in Roberts Hall. Previous to coming to Ithaca, she worked for four years as secretary in a plant in her home town.

Mary, whose husband is an accountant for the local New York State Electric and Gas Company, comes from a farm near Penn Yann. After graduating from Penn Yan High, she attended Syracuse University's School of Business Administration. She has worked as secretary to the manager of the Saranac Inn, and has done volunteer recreational work during the summer.

Miss Betty Lichenstein, secretary to Visiting Professor David Cole, has moved her headquarters to Ithaca and the Quonset Hut, where Professor Cole now has his office.

PROF. MCKELVEY NAMED TO BOARD OF GOVERNORS, NAA

Prof. Jean T. McKelvey has been appointed to the Board of Governors of the National Academy of Arbitrators. She replaces Edward Cushman, vice president of the newly formed American Motors.

MAIL SURVEY OF FOI

In response to a mailed survey of out-of-school readers of FOI 171 persons replied that they wished to continue on the mailing list. Included in replies were 134 alums (83 undergrads degree-holders and 51 graduate degrees); 23 former ILRers, and 14 faculty wives. This marks the first time such a check has been made on the outside mailing since its beginning 6½ years ago.

FOI is sent to 22 states and D. C. and as far away as Canal Zone, Saudi Arabia, Aruba, NWI, and Alberta, Canada.

STORK MAKES RECORD

In spite of the advent of winter, the stork continues to make frequent visits to ILRers.

Prof. and Mrs. Frank Miller are parents of a son, Kevin Bruce, born October 26; weight 7 lbs. 10 oz.

Born to graduate student Hal Lynch and Barbara a son, Thomas Edwin on October 23. Tommy weighed an even 8 lbs.

Martha and Gerald Bezner are parents of a daughter, Kathryn Ann, born October 29; weight 6 lbs. 7 oz. Martha is on maternity leave from the Research Division.

Born to Bob and Mary Stockwell October 21, a daughter Elizabeth Ann; weight 7 lbs. 13 oz. This is the second daughter for senior Bob.

To Ruth Benedict and husband of Philadelphia (former ILRer) a son, Mark, Robert, October 7.

Barbara (Cole) and Barry Feiden of Cedar Rapids, Iowa, are parents of a daughter, Karen Lynn, born November 10; weight 7 lbs. 6 oz. Karen's mother is ILR '48, while her father is class of '49.

PEOPLE ARE WONDERFUL

Bob and Dick, twin sons of Prof. and Mrs. John Brophy, took poppy-selling honors on Veterans Day. With the University (and ILR) as their territory, they collected over \$100 of a total sales of \$1330. Dick won first prize of \$5.00, while Bob took home third prize of \$3.00.

Betty Wilson of Personnel Administration won't see her sea-going husband again 'til come February. He is currently aboard a destroyer escort based in Mediterranean waters.

Mrs. Ruth Windmuller won a child's desk for 2½-year-old daughter Betsy at the opening of Shulman's new furniture this month.

Prof. John McConnell discussed Social Security at the November dinner meeting of the Ithaca Business and Professional Women's Club. Lee Eckert of the library staff made arrangements.

Prof. Wayne Hodges is attending the annual meeting of the Public Relations Society of America at the Hotel Roosevelt in New York November 29-December 1. He, Profs. Earl Brooks and Robert Risley will attend the NAM convention in New York December 2-3.

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Prof. Jean McKelvey spoke November 9 on "Combining Marriage and a Career" in Willard Straight's East Lounge, under auspices of the Cornell Women's Vocational Information Committee.

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Mrs. Dorothy Johnson of the Fiscal Office is enrolled in an 8 o'clock freshman English class this semester. She is taking the course for credit.

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Prof. F. F. Foltman keynoted the fourth annual management conference on executive training and development of the Society for Advancement of Management, Central New York Chapter, held in Syracuse November 11. His topic was "Sound Leadership for Managers."

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At the November 15 meeting of the Catalogers' Section of the Cornell University Librarians, Leone Eckert of the ILR library discussed "Archivist versus Librarian."

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Prof. Milton Konvitz participated in a panel discussion of "Making Your Life Count," at Cornell's annual Campus Conference on Religion, Sunday, November 21. Profs. Brooks, Brophy and McConnell served as adult leaders at the conference.

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ILR senior Jay Schwartz from Racine, Wis., is taking part in a Cornell-Oxford debate November 30. Cornell will argue the affirmative side of the question, "Resolved, that liberty is threatened in the welfare state."

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Prof. Earl Brooks spoke on "Getting Employees Understanding of Profit-Sharing Programs" last month in Chicago at a conference on Profit Sharing.

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ILR senior Gerald Mendelsohn of Brooklyn has been named by President Malott to a faculty-student committee to study the feasibility of university-sponsored cooperative residences for men and women students.

Prof. Arnold Tolles reports that the Tolles have become a two-car family. He finds his new Buick too fancy to use daily, so drives an old Studebaker Champion to work.

Prof. John Brophy attended a meeting of American Society of Training Directors Chapter Presidents (northeast region) in New York November 22. He served as discussion leader on Chapter Programs and Work Shop Activities for 1955-56.

ILR wedding notes: Several ILR staff took part in recent weddings of Marilyn Cooper and Gaile McCargo.

Nancy Edelman of the Library, as maid of honor at Marilyn's wedding November 12, wore a sea green dress with green velvet cape. Pamela, ~~3-year-~~ old daughter of Betty Mathoney, wore yellow nylon in her role as flower girl.

Barbara Breckinridge wore green tissue silk as maid of honor at Gaile McCargo's marriage to Alan Graves. Grad student John Chapman served as usher.

In Ithaca for the festivities were Dotty Titus with her small daughter Susan; Georgia Youngman from Utica, and Marty Bezner.

Eleanor Beesom, a Keuka College junior and an Ithacan, is assisting Betty Mathoney with on-campus conferences during her month's work-training period.

Mrs. Shirley Norton, formerly of the library staff, is now living in Canton, N.Y., where her husband, a Cornell Ag graduate, is assistant county agricultural agent in the state extension service.

Mrs. Doris Smith, former ILR part-time secretary, has been awarded the Borden Home Economics scholarship given annually to the top-ranking senior at Home Ec who has taken at least two courses in food and nutrition.

Barbara Breckinridge, secretary to Prof. Jensen, returned this month with an out-of-season tan from a two-week trip to Miami Beach.

Prof. J. E. Morton of the Statistics Division gave a talk November 17 before the Albany Chapter of the American Statistical Society on "Use of Mathematics in Economic Statistics."

Two former ILR'ers contributed articles to the November-December 1954 Harvard Business Review. Prof. Leonard Sayles, now at University of Michigan, an article titled "Wildcat Strikes"; and John Caminer '50, co-author of "Operations Research Roundup", based on a survey by the authors and seven graduate students at the Harvard Business School.

WOMAN OF THE WEEK

A famed British essayist once described his process of making a visit to a neighboring city by way of a grand tour of the European continent. He never really saw Bristol, he implied, until he approached it from the sea, and with memories of cases espanolas, villes francaises and citta italiane behind him.

A recent and local subscriber to the thesis that home is most clearly seen by the returning traveler is Monica Daly, sorter and assembler of the miscellaneous portfolios of Professor Risley. Monnie has made both the short and the long trip to Ithaca to accept employment at the School. Her first point of departure was Elmira, birth town, home town and school town. After what Monnie calls an utterly normal girlhood had culminated in a certified exodus from business school, she emigrated in November 1949 to Ithaca, Cornell, and ILR. During the two years of this first sojourn, she worked for Profs. Brophy, Gordon and Risley, and for the Extension Division.

The decision to undertake the adventurous career of an overseas government girl was made firm in March of 1952, when she signed up for a cruise to Cairo. The consignment of which she was a part arrived after the famous riots in April; curfew was still rigidly enforced, and movement of personnel was restricted by police squads and barricades. Just as she began to feel at home in Cairo, Monnie was dispatched as one of the skeleton crew sent from the embassy to follow the Egyptian government to its summer quarters in Alexandria. But the season in the provinces was short that year; the revolution that banished Farouk recruited the embassy staff at Cairo.

Aside from the strangeness of the setting, the working day at Cairo became routine. Days began earlier (at 6 a.m.), ended earlier (at 2 p.m.). But the remaining hours of the afternoon were spent in going to school (sculpting), playing golf, riding (donkeys and camels), and touring the bazaars and hinterlands as Americans are expected to do. Vacations made possible summer jaunts to Cyprus and a winter trip up the Nile to Khartoum and the Sudan. (Her visit here was also marked by a riot, but Monnie insists her presence at so many states of emergency was always coincidental, that larger and graver issues such as plebiscites over sovereignty were the primary causes of violence.)

Among the miscellaneous highlights of her career abroad are the occasions when she mid-wifed eight puppies into the world and when she was initiated into the order of the purple bottom. The first catastrophe resulted from an attempt to profit by the fecundity of CaVa, Monnie's French poodle. The second crisis left painful evidence that old world wolves hope to make a deeper impression with a pinch than with a whistle.

Upon leaving Egypt last June, Monnie and another returning secretary traveled a month in Europe as part of the homeward journey. The sight-seeing, the sampling of random cultures, was climaxed finally by her return to ILR, and the management of Professor Risley's ever-ramifying schedules. Monica Daly says she likes it here; as one who has looked from the short range of Elmira and the long range of Cairo, she must, we believe, like with authority.