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## For Our Information, June 1958, Vol. X, no. 9

ILR School, Cornell University

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## For Our Information, June 1958, Vol. X, no. 9

### **Abstract**

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

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### **Comments**

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# For Our Information . . .

published by  
NEW YORK STATE SCHOOL OF INDUSTRIAL AND  
LABOR RELATIONS, AT CORNELL UNIVERSITY  
for faculty, staff, students, friends

Vol. 10, No. 9

June 1958

## TRAINING SPECIALISTS ON CAMPUS

Theme of ILR's eighth Annual Institute for Training Specialists, being held on campus this week, is "Developing and Conducting Dynamic Training Programs." Approximately 70 training specialists and others interested in training in industry are attending.

According to co-chairmen F.F. Foltman and Richard Gordon, a special feature of this year's program is a series of workshops scheduled for four consecutive sessions, beginning Monday morning. A second set of workshops is being held Wednesday afternoon through Friday. Among workshop topics will be: "A Re-examination of the Job of the First-Level Supervisor"; "Translating Theory into Training Programs"; and Training Problem Clinic."

Alpheus Smith, the School's Director of Extension, keynoted the Institute opening at a Monday luncheon speaking on "A Revolution in Management Thinking?"

Arthur Brintnall, Director of Personnel, B.F. Goodrich Co., opened Tuesday's program, talking on "Personnel Research in a Large Organization--Implications for the Training Function." Wednesday's session began with a discussion by James L. Hayes, chairman of St. Bonaventure's Department of Business Administration.

Lawrence L. Jarvie, Executive Dean, State University of New York, will be Wednesday dinner speaker on "Educational Implications of Effective Manpower Utilization. (more)

## CLARK REVISITS RUSSIA

Prof. Gardner Clark is currently visiting steelmaking plants and iron ore mines in the Soviet Union as a member of a 19-man delegation of American steel and iron ore mining executives. He will return June 21.

The U.S. delegation is the first industrial group to visit Russia under the agreement on exchanges signed by the United States and the Soviet Union last January. During its four-week tour of the Soviet Union, the delegation is visiting steel plants and ore mines in the Ukraine, the Urals, Kazakstan and Siberia. They will also visit the Central Scientific Research Institute of Ferrous Metallurgy in Moscow.

The delegation left New York on May 22 and flew to Moscow via Copenhagen.

Edward L. Ryerson, former board chairman of Inland Steel Co., who heads the delegation, says that while the United States delegation is primarily a good will mission, it will include specialists in steelmaking operations, metallurgy, open hearth production, special steel production and raw materials.

Deputy chief of the delegation is John A. Stephans, vice president of the U.S. Steel Corporation.

Prof. Clark has written a book, "The Economics of Soviet Steel," and several articles on the Soviet iron and steel industry. He visited the USSR and eastern Europe for two months in 1957.

\* \* \* \* \*

cont'd from page 1

"The Training Director: Debits, Credits and Orbits," will be the subject of Thursday's talk by Franklin Porter, Director of Training and Development, American Airlines. Friday morning speaker will be L.W. Larson, Corning Glass Works' Training Director.

Dean M. P. Catherwood will conclude the conference, discussing "The Role of Training in the Economy of the Future."

#### FACULTY PROMOTIONS

Promotions of two ILR faculty members were recently announced: Duncan MacIntyre from associate to full professor and Donald Cullen from assistant to associate professor.

Prof. MacIntyre teaches and does research in the field of social security and protective labor legislation. He has written extensively in the fields of social security and pension plans, and is author of a School bulletin, "Workmen's Compensation in New York State."

MacIntyre was appointed assistant professor in 1949, and associate professor in 1953. He has a B.A. from Colgate, an A.M. from University of Chicago and a Ph.D. from Cornell. Prof. MacIntyre spent the fall semester 1957-58 on sabbatic leave doing research. He has served as consultant to both state and federal legislative committees.

Prof. Cullen is currently acting editor of the ILR Review. His field of interest is collective bargaining. He was appointed assistant professor in 1953. Before returning to Cornell for doctorate work in 1951, Cullen was an instructor at St. Bonaventure University. During his first year at ILR he served as program director for a West German trainee program. He has a B.A. from Hobart and a M.S. and Ph.D. from Cornell.

Cullen has recently completed a study on collective bargaining practices among building and construction workers on the St. Lawrence seaway.

#### BIBLIOGRAPHY PUBLISHED

ILR's Research and Publications Division has recently issued "A Bibliography of American Labor Union History," by Prof. Maurice Neufeld. It is Bibliography Series No. 2.

Among the facts revealed in the bibliography is that Congressional investigations of unions and labor relations reach back as far as 1878, recurring at 15-year intervals into the period of the New Deal.

Prof. Neufeld has arranged the references according to four classifications which he states have proved useful to students, labor unions and government agencies. The four categories are general histories, periods of development, theories of the labor movement and individual unions.

#### PROF. JENSEN TO TEACH AT CALIFORNIA

Prof. Vernon Jensen will teach this summer at the University of California (Berkeley) summer session. He plans to conduct two courses in labor economics (one graduate and one undergraduate) during the second session, July 26-Sept. 7.

#### PROF. FERGUSON TO ATTEND EDUCATOR CONFERENCE

Prof. Robert Ferguson will be a member of DuPont's Educators' Conference held annually at DuPont headquarters in Wilmington, Del. The ten-day program will run from June 16-26.

#### MISS PERKINS LECTURES ON "FDR"

Miss Frances Perkins, visiting lecturer at ILR, delivered an on-campus lecture Tuesday afternoon, May 27, on the topic, "FDR--A Permanent Factor in American Life." She was secretary of labor under Roosevelt from 1933 to 1945.

### SUMMER SESSION OFFERINGS

ILR, as a part of the Cornell University Summer Session, will offer a program of six-week and two-week credit courses July 7 through August 16. Courses will be offered in Industrial and Labor Relations, scheduled to meet needs of students, teachers and practitioners. In addition, three two-week credit courses in Industrial Education are available for teachers and administrators of industrial arts and vocational education and for training personnel from industry. Three two-week credit workshops will be offered for community college and technical institute faculty members.

Course offerings are as follows:

#### Industrial and Labor Relations

- ILR 260 Personnel Administration--Frank Miller
- ILR 293 Survey of Industrial & Labor Relations--Harrison Trice
- ILR 353 History and Development of Labor Unions--Donald Cullen
- ILR 400 Collective Bargaining Today--Donald Cullen
- ILR 510 Economic and Social Statistics--Isador Blumen

#### Industrial Education

- ILR 334u Conference Leadership and Other Group Discussion Methods in Industrial Education and Training (July 21-Aug. 1)--F.F. Foltman
- ILR 533u Industrial Education and Training; Dynamics of Administration (Aug. 4-15)--F.F. Foltman
- ILR 630u Current Problems in Industrial Education and Training (July 7-18)--R. Campbell

#### Community College and Technical Institute

- ILR 335u Development of Instructional Materials for Community Colleges and Technical Institutes (June 23-July 3)--Philip Martin
- ILR 336u Teaching Methods in Community Colleges and Technical Institutes (July 7-18)--Cecil Tyrrell
- ILR 337u Current Developments in Technology; Impact on the Curriculum of Technical Institutes and Community Colleges (July 21-Aug. 1)--Eng. College staff

### DONOVAN VISITS PUERTO RICO

Prof. Ronald Donovan of Extension Division has recently returned from a two-week visit to Puerto Rico. The first week there he spent with participants of "Operation Rapport"\* He spent his second week investigating the University of Puerto Rico's program of training trade union leaders.

\*Operation Rapport is the name given to a series of seminars for union officials who come in daily contact with the state's Puerto Rican workers. The program is being run under the combined efforts of ILR School, State Labor Department and Puerto Rican Department of Labor. Lois Gray and Gilbert Davis of the New York Metropolitan Extension Office accompanied the group of union officials on its visit to Puerto Rican factories, union halls, etc.

### FATHER KELLEY SCHOLAR NAMED

Miss Maria Isabel Rivera of New York City has been named winner of the Father William J. Kelley O.M.I. Scholarship to the ILR School. The daughter of a member of Local 3, IBEW, Miss Rivera will graduate this month from Washington Irving High School. She came to the United States in 1956 from Puerto Rico. The scholarship pays \$1,200 a year for four years.

### SENIOR BANQUET HELD

ILR's fourth senior class banquet was held May 27 in the Clinton House's Green Room with a goodly majority of the June graduating class present. Program included a welcome by Art Brooks, remarks by Dean M. P. Catherwood, last will and testament by Bentley Bisbee, and an address by Prof. Alpheus Smith.

#### WEDLAKE APPOINTED TO WESTERN DISTRICT

Raymond C. Wedlake, former junior high school teacher, has been named assistant field representative in the Western District Extension Office, Buffalo. He replaces William Toomey, now in the Capital District Office.

Wedlake has taught citizenship education in Grant Junior High School, Syracuse, for the past year. Prior to that he was for several years business representative for New York State Council 30, Federation of State, County and Municipal Employees, AFL-CIO, Albany. He has a B.S. in economics from Union College and a M.A. in social studies from State University Teachers College, Albany.

Wedlake is married and has four children.

#### MCCARTHY CO-AUTHORS BOOK

"Sampling Opinion: An Analysis of Sampling Procedures" is the title of a new book co-authored by Philip J. McCarthy of ILR and Frederick F. Stephan of Princeton. It is the second book by McCarthy published in the last year. The 450-page work emphasizes the problems of sample design and is written primarily for researchers needing a working knowledge of sampling. The authors state that the book provides a reference for many special problems of research involving human responses, aids in interpreting opinion polls and surveys of consumer expectations, relates sampling to other parts of survey operations and examines survey results and implications of studies of voting.

#### RESEARCH ASSOCIATES TAKE NEW JOBS

Paul Boorman, ILR candidate, and currently a research associate working on the School's Minimum Wage Study, will soon join Westinghouse's training program in personnel. His headquarters will be at Pittsburgh. Boorman has a B.A. in economics from Miami University (Ohio).

Mrs. Bobbyann Righter, who has been doing research under Prof. Sayre, is leaving ILR this month. She plans to complete her Ph.D. (from Cambridge University) this summer. In the fall she will teach the history of art at Ithaca College.

#### PROF. MCKELVEY GRANTED SABBATIC

Prof. Jean McKelvey has been granted sabbatic leave for the academic year 1958-59. She plans to spend most of her time at Rochester doing research. However she is planning a short visit to England next spring to do research on British trade disputes.

#### PROF. RICHARDSON LEAVES ILR; TO SPEND SUMMER WITH UN

Visiting Professor John Richardson plans to leave Ithaca around the middle of this month. He will spend the summer in New York working with the UN's Technical Assistance program. He will supervise the studies of a group of African government officials who will spend several months in the United States. They will study problems facing them in developing their own countries. Prof. Richardson expects to travel to India in October.

#### ALL-ILR PICNIC A SUCCESS

Despite a five o'clock downpour ILR's spring picnic held May 22 at Lower Enfield was enjoyed by almost 100 oldsters and youngsters. The hamburgers and hot dogs, cooked expertly by ILR undergrads John Gibbons, Tom O'Malley and Hal Skorpen, and the potato salad, made by Mrs. Laura Keenahan, were praised by one and all. A mild flurry was caused by a group of late-arrivals, including Dean and Mrs. MPC, and almost all dishes were literally licked clean.

#### ELECTED TO HONORARIES

Four ILR senior men have been recently elected to Cornell honorary societies. Steve Fillo, Elwood Moger and Kent Woloson to Sphinx Head; and Dave Dunlop to Quill and Dagger.

MESICS NAMED ASSOCIATE PROFESSOR

Emil A. Mesics has been named associate professor at ILR School. For the past two years he has been visiting professor in the field of personnel. He was formerly personnel director of the RCA International Division and director of training and management development at Otis Elevator Company. Mesics received the Ph.B. at Muhlenberg College and an M.A. at Bucknell University. Before entering industry he spent several years in secondary education.

ASSOCIATIONS ELECT OFFICERS

At an annual election held May 14-15, the Cornell Chapter of the Industrial Relations Research Association elected the following officers for 1958-59:

President Henry Landsberger  
Sec.-Treas. Mary K. Clarey  
Executive Board Gardner Clark, Gormly Miller, David Singer, Alan Brown,  
William Geigin, Margann Frantzen

The Cornell Industrial and Labor Relations Alumni Association has announced the newly elected officers who will serve until the fall of 1959. They are:

President William Busch '48  
Vice-Pres. William McMillan '48  
Secretary Pat Dorbandt '52  
Treasurer C. Arnold Hanson '48

COMMENCEMENT ACTIVITIES PLANNED

An alumni breakfast buffet and a Commencement day luncheon for June graduates and guests will wind up ILR's academic year. The alumni breakfast buffet will be held Saturday morning, June 14 from 9 to 10:30 in the faculty lounge. A good turnout of faculty is hoped for.

On Monday, June 16, following graduation exercises, a buffet luncheon will be served to ILR graduates, their families and to faculty in Room 50 and adjacent room.

SUMMER ASSISTANTSHIPS

Summer assistantships have been assigned to the following graduate students:

Muriel Beach	Jensen	Robert McCarthy	Risley
Salvatore Bella	Carpenter	Everett Merritt	Eckert
Allen Brown	McConnell	Richard Ritti	Blumen & Whyte
John Douglas	R. Campbell	Gerald Rosenthal	Tolles
Ruth Dubin	Jensen	William Roth	Risley
Mostafa El-Agizy	Audio-Visual	Norman Rushforth	Landsberger
Robert Garton	Extension	Sandip Sen	Adams & G. Miller
Lillian Holmsen	Adams	David Singer	Neufeld
John Leonard	Burling & Hanson		

WOLFE RECEIVES BNA INTERN

Terry Wolfe, ILR graduate student and assistant to Prof. McConnell, has been awarded a summer internship given each year by the Bureau of National Affairs to an ILR student. Terry will spend the summer at BNA headquarters in Washington, D.C. writing, editing and doing research.

ALUMNUS AUTHORS MANAGEMENT BOOK

Dalton E. McFarland, Ph.D. '52, is author of a book, "Management Principles and Practices," published this spring by the Macmillan Company. According to the publisher, the book is designed as a basic text for courses such as Principles of Management, Industrial Administration and Business Organization. McFarland is associate professor of business administration and associate director of the Labor and Industrial Relations Center at Michigan State University. He is presently serving as industrial and human relations consultant to a number of firms.

### PERSONNEL CHANGES

Helen Marie Krobath has been employed as secretary to Miss Frances Perkins. Helen, an Ithacan, was graduated from Ithaca High and from Ithaca Business School. For the past three years she was secretary to the industrial sales manager at Morse Chain. Prior to that she was secretary to Msgs. Burns of the Immaculate Conception Church.

Mrs. Lulabel Lacy has been added to the Distribution Center staff. She lives in Harford with her husband and two children, Diane age 4, and Steve, age 15 months. Lu, a graduate of Virgil High and of Cortland Business Institute, formerly worked as bookkeeper at G.L.F.

Mrs. Roxanne Luzzi, Resident Instruction secretary, is leaving her job June 15 to become a full-time housewife (and mother). Husband Larry is graduating this year from Civil Engineering and is service-bound.

Mrs. Bonnie Gavitt of the Administrative Assistant's office leaves June 27 to become full-time housewife and mother. Husband Paul, a June graduate of the Ag College, will teach agriculture at LeRoy (N.Y.) High School. The Gavitts have a two-year-old son, Ben.

Mrs. Ellen Luce of the Library staff is quitting the School to join the ranks of homemakers. Her husband, a June B&PA graduate, will sell insurance for Equitable Life Assurance in Elmira.

ILR secretaries Mrs. Josephine Richards of Human Relations and Mrs. Evelyn Johnson of the Minimum Wage study are taking the summer off to babysit with their respective offspring.

### GRAD STUDENT TO WED

Miss Marianne Stein, MILR candidate, and assistant to Prof. Ferguson, will be married June 15 to Marvin Sokol of New York City. Sokol, currently attending the Medical College of Virginia (Richmond) plans to intern at Mt. Sinai Hospital. The couple will live in New York City.

### ALUMNI ATTEND "ECONOMIC" CONFERENCE

Five ILR alumni attended the Conference on Economic Climate held at Cornell last month. They were: Jesse Friedman, MILR '58 from St. John's College; Joe Ioele '56 of General Mills; Frank Mascola, MSILR candidate of the Federal Mediation and Conciliation Service; Harry Moore '49 of Ansco; and Stanley Morris '51 of Borden Chemical Company.

### FROM THE MAILBAG

Ralph James, Ph.D. '57, now a Department of Economics faculty member at M.I.T., writes to Professors Clark and Tolles: "The pace here is terrific--working on this four-university project has been tremendous learning experience but excruciating... I have my promotion to assistant professor and a three-year contract. I have a couple of articles accepted on Indian trade unions (Far Eastern Survey, March 1958 and Western Political Quarterly, either fall, 1958 or winter, 1959). We are tentatively planning to go to Europe this summer...Best regards to everyone."

### MIX-RAT MUSK-UP

A mixed-up muskrat (at first mistaken for a wet woodchuck) recently took up residence in a pipe under Administrative Assistant John Paterson's office. A Conservation Department staffer came to the rescue by trapping Mr. Muskrat with the aid of raw carrot. Mr. Muskrat was later tagged and freed in a more suitable habitat.



PEOPLE ARE WONDERFUL

Dean John W. McConnell (and ILR professor) addressed a meeting of the Cornell Grad Wives May 8. He awarded the traditional degree "Ph.T." for "Putting Husbands Through," to those members whose husbands finished their graduate work. (A picture of the ceremony made the front page of the Ithaca Journal).

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This one has the Office of Resident Instruction stumped: Under "job title" an alumnus reported that he was "Empty Can Coordinator." He works for a packing company.

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Fel and Chris Foltman are parents of their third child, Philip Wheeler, born May 28; Phil weighed 6 lbs. 12 oz. He has a sister, Laurie, age six, and a brother, Michael, three.

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Mrs. Lily Ann Newbury, secretary to Profs. F. Miller and Trice, recently spent a week in the Metropolitan area. She attended an Amaranth Convention for three days and spent the rest of the week visiting John Harrington '50 and his family in White Plains. John is now manager of the Travelers Insurance Company (New York Office).

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Lee and Eli Reisman are parents of their first child, Joanne, born May 16 in Livermore, Calif. She weighed 7 lbs. 6 oz. Lee was formerly ILR secretary in the Administrative Assistant's office.

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Among recent visitors to ILR were Prof. and Mrs. Rudy Corvini, on campus for the "Economic Climate" conference; Dan Paolucci, Ph.D. '54, Panama Canal Zone Company training officer; and Herb Hubben, doctoral candidate, now on the George Washington University faculty.

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On May 13 Prof. Milton Konvitz addressed 325 members of Colgate University's junior class who are taking the required course in American Institutions; on April 19 he spoke to the young members of the Friends Society at their annual retreat at Cayuga Lodge.

Konvitz was recently elected a member of the board of directors of the Workers Defense League; he has been re-elected a member of the administrative committee of the American Jewish Congress.

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Prof. Robert Ferguson was dinner speaker June 3 at a meeting of the Washington (D.C.) ILR alumni chapter, when he discussed the school, its building program, etc.

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Jean and Jim Sanford ('61) are parents of a son, Daniel James, born May 12. He weighed 6 lbs. 14 oz.

PEOPLE ARE WONDERFUL (cont'd.)

Prof. Leonard Adams discussed "Youth and the Job Market" on May 1 before the International Association of Personnel in Employment Security in New York City.

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Mrs. Gladys White, assistant catalog librarian, is author of an article titled "Human Relations Area of Files" in the March, 1958 issue of College and Research Libraries.

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Announcement has been made of the engagement of ILR senior Gardiner Smith of Germantown, Pa., to Miss Mary Ann Holden of Sebasco Estates, Me., and Delray, Fla., a Cornell junior.

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Profs. Alpheus Smith and Henry Landsberger appeared on the year's final TV program at Ithaca College Wednesday evening, May 21. The half-hour program was given to a discussion of human relations, with Prof. Frank Kolmin of Ithaca College serving as moderator.

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Prof. N. Arnold Tolles chaired an organizing session in minimum wage surveys June 25 at the Inter-state Conference on Labor Statistics at Harrisburg, Pa.

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Profs. Ralph Campbell, F.F. Foltman and Robert Risley attended a two-day joint meeting of the American Society of Training Directors and the New York State Industrial Training Council at West Point May 27-28.

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Visiting Professor Henry Richardson addressed a social studies conference held at State University Teachers College, Cortland on May 17. His topic was "Technical Aid to Underdeveloped Countries."

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Dave Eckel, ILR senior, will be a member of the Big Red track team leaves June 9th for England with a U. of Pennsylvania team to run against Oxford, Cambridge and against Belfast and Dublin in Ireland,

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Prof. P. J. McCarthy and family will be spending most of the summer in Cambridge, Mass., where McCarthy will be teaching at Harvard Summer School.

MAN OF THE MONTH

When the Saints come marching in John Brittain will be right up there beating out lively obligato on a Marchand calculator. If he hadn't decided to be a statistician, certainly would've become a doctor of jazz.

The "saint" under discussion was born in Chicago, but moved to Ft. Lauderdale, Fla. at an early age, was graduated from high school there and entered Knox College in Galesburg, Ill., where he majored in math.

For three years following graduation he did rocket research for the National Defense Research Committee at the Allegheny Ballistics Lab at Cumberland, Md. There his supervisor was J. Barkley Rosser, now a well-known math professor at Cornell. From there Brittain went to Pasadena to work for Naval Ordnance Research.

Meanwhile he was becoming more social-minded and hence interested in economics. (Jane Addams, founder of Hull House, was his great-aunt). He entered University of California at Berkeley, little realizing that it would be 12 years before he completed his thesis. Toward the end of 1950 he relinquished the teaching assistantship in economics and math he'd held.

Meanwhile he'd met and married, Jerry, a California undergrad and ex-WAVE. She had completed a year of graduate work in economics before the birth of son Mark in 1950.

In 1950 John exchanged student life for that of teaching; he held an assistant professorship at Mexico City College. Among his most vivid memories south of the border was the International Labor Conference sessions enlivened by pistol-toting delegates. During the last week of his Mexican stay Brittain contracted polio and spent the greater of the next two years recuperating. At last in 1953 he finished his qualifying exam and was ready to go to England to start work on his thesis--a study of shifts in the distribution of national income in the United Kingdom since World War II.

A highlight of their stay abroad was a two-month depth survey of Spanish and Italian small town cafe society. With headquarters in a villa near Siena, they hitch-hiked rides to nearby spots for their first-hand research. A most memorable jaunt was a Spanish waterfront cafe featuring Flamenco music. Here even three-year-old Mark joined in the singing and dancing.

In England the family settled down in London to a combination work-study life. To support the family John did double duty as a correspondence course instructor in economics for the U. of California Extension Division and a math instructor for the U. of Maryland's overseas program for U.S. servicemen.

In 1955 the family moved to Leeds in the Yorkshire where John was a lecturer at the University. Here daughter Erica was born, with full benefits under the National Health Service Plan.

Through an economics friend at Cornell, John eventually came, in the fall of 1956, to the spot he now holds in ILR's statistics division. This semester he and Blumen share joint responsibility for courses 210 and 510.

Just this past week he sent his completed Ph.D. thesis off to California. Fortunately, he didn't have to accompany his study, his final exam has been waived.

In three years the Brittain family have lived in three different houses; this summer they'll move from the Windmiller home on Mitchell Street to the former Ornati home on Delaware Avenue. And world-traveler Mark is content to settle down at Belle Sherman school.

As aforementioned, Brittain's love is classical jazz, known to moderns, he says, as "ouldy figs." He's of the Seeger and Guthrie school. And he and his companions-in-music sadly miss Mel Robert's guitar-playing.

Chinese and Mexican cooking are another hobby. He's said to toss up a tasty taco--kind of tortilla rolled around a filling and fried crisp. But he admits his homemade beer (from hop-flavored malt extract) is usually pretty bad.

For exercise the whole family gets into the act--pingpong on a 8 x 9' table in a 12 x 12' basement room. This takes real doing, and their less skilled guest players are apt to suffer from crushed arches.

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