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For Our Information, Summer & October 1958, Vol. XI, no. 1-2

Abstract

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

Keywords

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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. 11, No. 1

Summer 1958

NEW SCHOOL BULLETIN ISSUED

A new School bulletin, "Labor Education Outside the Union--A Review of the Postwar Programs in Western Europe and the United States," has been published by the Research and Publications Division. It is co-authored by ILR Prof. Alice H. Cook and Agnes M. Douty.

The publication contains case studies of workers' education outside of unions in five countries--Great Britain, Sweden, Germany, France, and the United States.

Prof. Cook has written the studies of Great Britain, Germany, and Sweden, the shorter sketches, and Part III, "International Agencies." Mrs. Douty has been responsible for Part II on workers' education in the United States and for the section on France. Part IV was written by both.

The bulletin contains a bibliography with references listed by country.

Mrs. Cook is the author of Adult Education in Citizenship in Post-War Germany, published in 1953 by the Fund for Adult Education and of Labor's Role in Community Affairs (ILR School). She is author of a number of articles and manuals on shop steward training, union counselling, and union education for new members.

Mrs. Douty is assistant director of the Labor Education Division of Roosevelt University.

* * * * *

CONFERENCE STRESSES ACCIDENT PREVENTION

ILR School will conduct a conference on Accident Prevention in Fertilizer Plants August 14 and 15 in cooperation with the National Safety Council.

Attending the on-campus program will be fertilizer plant production managers, safety supervisors, plant superintendents and foremen.

In addition to other outside experts in the field, Albert Martin, director of industrial relations, Adding Machine Division, National Cash Register Co. (Ithaca) will discuss Safety Education and Training and Safety Organization. Mr. Martin until recently was visiting lecturer at ILR School.

Prof. Robert Risley is conference chairman.

APPA SEMINAR TO BE HELD

In cooperation with the American Paper & Pulp Association, the School is running a two-day seminar August 7 & 8 on Employee Communication and Community Relations for companies in the paper industry.

About 25 communications and community relations specialists will discuss their mutual problems under the guidance of similar specialists from other industries: automobiles, chemicals, rubber and electrical manufacturing.

Prof. Wayne Hodgas is program chairman.

ILRERS RETURN FROM SABBATICS

Absentee faculty members are gradually drifting back to their ILR jobs from sabbatic leaves. Professors James Campbell and Rudolph Corvini are checking in the Office of Resident Instruction about August 1--Campbell from a semester spent at University of California (Berkeley), and Corvini from a year's stay at Socony Mobil in New York City. Prof. Robert Aronson of Research, already returned to Ithaca from a year's visit to Jamaica, will officially hang up his hat September 1. Professors Robert Raimon and John Windmuller plan to return at the beginning of the fall term, the latter from a year in Geneva, Switzerland.

SERIES OF CASE STUDIES TO BE MADE

The School, under the direction of Prof. Ralph Campbell, is developing a series of case studies in the area of development of human resources. These cases will center around problems and programs in labor and industrial organizations, secondary vocational programs, technical institutes, and university training programs for industry. Prof. Campbell will spend most of the fall semester gathering cases, assisted by graduate assistant John Douglas and research assistant Elizabeth Knox.

JENSEN TO ARBITRATE LONGSHORE SENIORITY

Prof. Vernon Jensen has been chosen to arbitrate longshore seniority in the Port of New York. The New York Shipping Association and International Longshoremen's Association have jointly announced that they have agreed on Jensen to help resolve the problem which neither labor nor management could solve.

Prof. Jensen's name was one of seven submitted by Federal Mediation and Conciliation Service Director Joseph Finnegan in Washington.

According to the New York Journal of June 10, for several years the longshoremen have been seeking a port-wide seniority system that would protect the pier workers in their dockside employment.

VITA IS ACTIVE

VITA (Vocational Industrial Arts and Technical Association) opened its summer program with an informal "watermelon cut" held in the rear of the School Wednesday afternoon, July 16; all staff, faculty and faculty were invited and consumed the melon as fast as it was served.

VITA's formal program began with a dinner meeting at Willard Straight's Elmhirst Room on Tuesday, July 22. Profs. Ralph Campbell and F.F. Foltman discussed "Past, Present and Future of Industrial Education at Cornell." Weekly meetings are held, with the annual VITA dinner to be held on Tuesday, August 5.

KONVITZ BOOK WINS HONORABLE MENTION

Fundamental Liberties of a Free People by Prof. Milton Konvitz has been selected by the American Library Association for honorable mention in the ALA Liberty and Justice Book Awards.

Prof. Konvitz' book, published last fall by Cornell University Press, is concerned with the freedoms guaranteed by the First Amendment to the Constitution: religion, speech, press, and assembly.

ALASKA ADVENTURE--MCCONNELL STYLE

The John McConnell family--six strong--are northward bound on their most adventurous auto trip to date. They are en route to Alaska in the family station wagon equipped with sleeping bags and a cook-out stove. The head of the family expects to fly back shortly after their arrival in Alaska, leaving the family to stay on into August. The family consists of three daughters of high school and college age and a son (the youngest). The oldest McConnell daughter is bicycling in Europe this summer.

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SUMMER "REVIEW" PUBLISHED

The summer issue of ILR Review (July 1958) features articles by three ILR faculty members.

In "Decasualization of Employment on the New York Waterfront," Prof. Vernon H. Jensen appraises the experience to date of the Bi-State Compact, by which New York State and New Jersey jointly assumed a large degree of control of hiring practices in the port of New York. The two states embarked on a policy, among others, of attempting to decasualize longshore employment.

Prof. Robert L. Baimon is co-author with Ernest Dale of "Management Unionism and Public Policy on the Railroads and Airlines," which discusses the unionization of a large majority of middle management and first-line supervision in the railroad industries and the beginnings of a similar trend in the country's airlines.

Prof. James O. Morris' article on "AFL in the 1920's: A Strategy of Defense" describes and evaluates the policies and alignments by the AFL and labor leaders in their historic efforts to create an atmosphere more friendly to unionism and membership expansion.

The July Review contains book reviews by Profs. Ralph Campbell and Frank Miller of ILR and by alumni John Leonard of the University of Arizona and Chris Argyris of Yale.

IBM WORKSHOP HELD

A week-long Management Workshop for IBM personnel on Interviewing Principles and Techniques was held June 22-27, with Prof. Emil Mesics serving as program director. Profs. F. F. Foltman and Frank Miller conducted workshop sessions. The workshop was the first of a series the School will conduct for IBM-Owego middle management development.

SLOCUM NAMED SUNY VICE PRESIDENT

John H. Slocum, Ph.D. 1950, has been named to the new position of vice-president for administration of State University of New York. Slocum has been executive dean for the University's four-year and professional colleges since April 1, 1957. Previously he was secretary of SUNY and assistant to the chairman of the Board of Trustees, to which position he was appointed in 1952.

He is a graduate of the University of Chicago, where he received A.B. and A.M. degrees, and Cornell University where he earned a Ph.D.

In 1950 he was appointed national educational director of the Amalgamated Clothing Workers of America. For two years prior to coming to Cornell he was an economic instructor at Rensselaer Polytechnic Institute.

From 1948 to 1950 while at ILR studying for his Ph.D., Slocum served as graduate assistant and extension, and was an assistant professor here before accepting the position with Amalgamated Clothing Workers.

EXTENSION SECRETARIES VISIT ILR

Four district office extension secretaries paid their annual visit to the School June 19 and 20. They held a series of meetings with resident extension staff, lunched with some of their ILR sister-secretaries at Statler and renewed acquaintance with the campus. The visitors included Hattie Schwartz and Evelyn McMurray from the Metropolitan New York office; Margaret Haynes from the Capital District; and Gail Boerschig from the Western District.

SENIORS WIN ALPERN PRIZE

Two ILR '58 graduates--Arthur Shostak of Brooklyn and Theodore Zoupanos of Corfu, Greece, were awarded the Daniel Alpern Memorial Prize of \$100 each. This award is made annually to outstanding graduating seniors elected by the faculty on the basis of scholarship and student activities.

WHAT JUNE GRADUATES ARE DOING

A considerable number of ILR's June graduates have commissions in the armed services and either have been called up or expect to be called:

Army: Bentley Bisbee, Richard Hall, Morris Newman, Raymond Sant, Bill Varley, Henry Wallfesh

Navy: Bernard Allanson, Arthur Brooks, Richard Payne

Air Force: Tom Tuttle

Marines: John McCabe, Dick Rittenhouse

Reporting themselves as subject to draft are Bob Applegate and Art Shostak

Bound for law school, business school, etc. are:

New York University Law School: Sam D'Amico and Joel Flatow

Cornell: Graduate School - Dave Dinwoodie; B&PA -- Charles Jarvie

Univ. of Buffalo Law School: Jeremy Johnson, William Niese and John Pax

Boston University Law School: Sander Poritzky

Columbia Business School: Madelene Fuchs

Harvard Business School: Dick Gould

Harvard or Michigan Business School: Lee Jacquette

Univ. of Wisconsin (Economics): Karen Kleist

Princeton University: Art Shostak and Theodore Zoupanos

Harvard Graduate School: Roy Penchansky

Employment of June graduates reporting:

Robert Brown, Cadet Training Program, Public Service Electric & Gas, Newark, N.J.

Marie Burba, Junior Exec. Trainee, Foley's Department store, Houston, Texas

Maurice Duggan, Ass't. Wage & Salary Adm., Research Development Labs, American Cyanamid Co., Stamford, Conn.

David Eckel, Management Trainee, Marine Trust, Buffalo

Robert Flint, Industrial Relations, Westinghouse Electric, Pittsburgh, Pa.

Philip Getter, Personnel Ass't., Atomic Energy Commission, New York City

Dorothy Gibson, Trainee, Mutual of New York, New York City

Joyce Halsey, Teacher, Ithaca Public Schools

Herbert Hern, Commanding Officer, US Naval & Marine Reserve Training Center, Binghamton

Robert Hoyt, District Sales Manager, American Cord, Washington, D.C.

Patty Williams Irish, Social Studies teacher, Manassas, Va.

Carl Krause, Management Trainee, Chain Belt, Milwaukee

Martin Krawiec, Salesman, American Mutual Diversified Investments

Richard Metzgar, Personnel Trainee, Kroger Co., Cincinnati

Joan Wizeman Poulson, was married June 28, is living in Calif.; job hunting

Gardiner Smith, Salesman, Connecticut General Life Insurance Co., New York City

John Sowada, Bell Telephone Labs, New York City

Eleanor tum Suden, Research for Gabriel Alexander in Detroit (summer job)

James West, Alumni Field Secretary, Cornell University

Marvin Berenblum, Management Trainee, Cummins Engines, Columbus, Ind.

Valentine Tackowiak, Industrial Relations Representative Kennacott Copper, Salt Lake City

Arthur Siegel (MILR Feb.'58) Public Relations Dept., New York Telephone, New York City

JOINT LEGISLATIVE MEETS ON CAMPUS

The School played host July 28 and 29 to the Joint Legislative Committee on the State's Economy and to members of the Small Business Advisory Council. The visitors discussed the School's present and prospective work in the small business area. Dean Catherwood and Profs. Leonard Adams and Robert Risley met with the group.

ILRERS ATTEND LABOR STATISTICS CONFERENCE

Prof. N. Arnold Tolles was organizing chairman of an afternoon session on "Impacts Of Minimum Wages" at the 16th interstate conference on Labor Statistics held at Harrisburg, Pa. June 24 and 25. Among those asked to comment from the floor were: Antonia Nell, ILR research associate, who described the current study of the impacts of the New York retail minimum wage, undertaken by the School, and Marian Stever (Ph.D. candidate and economics instructor at Hobart College), who described her study of the impact of the New York retail-trade minimum wage in Syracuse (relatively prosperous) and Auburn (relatively depressed).

ALUMNI BREAKFAST HELD

Thirty hungry alumni showed up for the School's annual alumni breakfast Saturday morning, June 14. Classes represented ranged from six members of the class of '48 (tenth reunion) to 10 about-to-be-alumni from the June graduating class. ILR faculty (and alumni) attending were Arnold Hanson '48, Henry Landsberger '54 and Robert Risley '53.

NEUFELD SPEAKS ON "MY LOVE AFFAIR WITH THE UNITED STATES"

Prof. Maurice Neufeld spoke to the City Club of Ithaca July 15 on "My Love Affair with the United States." His observations are based on a recent two-year stay in Italy.

He said, in part: "Great Britain is 'insular,' France is 'mean and provincial,' Germany is too much concerned with its territorial dismemberment, and Italy, Greece and Scandinavia are too homogeneous nationally and racially..."

He also praised the American spirit of "democratic compromise" and our lack of rigid class lines, sense of economic justice and civic responsibility, which he contrasted to attitudes he had observed abroad.

He compared the racial problem here with a "holier-than-thou," mystic spiritual, non materialist India with its untouchables and caste system, and Italy with its attitude toward Calabrians and Sicilians.

STAFF PERSONNEL CHANGES

Three permanent and several "summer only" staffers have joined ILR recently.

Judith Garbinsky, Keuka College '58, has replaced Ellen Luce as library clerk. Judith, whose home is in Auburn, plans to be married in late summer. She was employed at the Columbian Rope Co. in Auburn during her college field work.

Barbara Senecal, a Resident Instruction Office secretary, commutes from Groton. She is a June graduate of Groton Central School and has worked in a grocery store and an ice cream store.

Janice Smith, who moved from Battle Creek, Mich., to Greene, N.Y., a year ago, is Prof. Jensen's new secretary. She is a June graduate of Greene Central School and claims babysitting as her sole work experience.

Two Joyces have been added to the summer conference secretary staff. Joyce Doucette, a June graduate of Alfred University's business school, works with union groups; Joyce Sandidge a senior at State University Teachers College, Albany, works with management groups.

Among other temporary staffers are Mrs. Nancy Hall, from Newfield, who types for the community college and technical institute workshops; Mary Campagna, former ILR'er who is summer replacement for Evelyn Johnson, working on the Minimum Wage Study; Liz Knox, a Cornell student as is Mary Campagna, who works in the library's catalog room; Pat Smith, a June graduate of Albany State Teachers College, who is pinchhitting as a Human Relations secretary; and Nick Karpis, an Ag student, who works part-time in the Materials Lab.

PEOPLE ARE WONDERFUL

Marla and John Palmer are parents of their first child, Stephen John, born July 3. He weighed 7 lbs. 13 oz. Marla plans to return soon to her job as Mat Lab machine operator.

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Overheard at the June training specialists conference: "For years we've made money accidentally; now we're losing it scientifically."

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Offspring of three ILR'ers were graduated in June from Ithaca High: Arlene, daughter of Mrs. Dorothy Johnson of the Fiscal Office; Frank, son of Mrs. Mildred Payne, ILR's coffee-maker; and Sally Pardoe, daughter of Mrs. Eleanor Matychak.

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FOR SALE: Six purebred boxer pups; tails clipped. Price flexible. See Bob Risley.

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Last month Prof. Risley and Bill Toomey of the Albany Extension Office attended a management development conference of the National Council of Small Businesses at the University of Pittsburgh. Prof. Risley also visited the General Motors Technical Center, Research Division, Process Development, and Staff Engineering and Design.

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Doris Stevenson of the Fiscal Office, together with two former classmates, attended her 40th reunion at Olean (N.Y.) High School.

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Mrs. Eleanor Fairbanks (of Extension Division) and family spent a week visiting friends in Wilmington, Del. and sightseeing in Washington, D.C.

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Dottie Scott of the Ferguson, McConnell and MacIntyre suite (with her husband) is spending a week at Ocean City, N.J. and a week at a Cayuga Lake cottage.

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Recent elections to boards of education: Prof. John McConnell to the Trumansburg board; Prof. Robert Risley to the Candor board.

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Three foreign visitors were sent by the Office of International Labor Affairs, U.S. Department of Labor, to observe the Educational Conference for the Brotherhood of Locomotive Firemen and Enginemen and Brotherhood of Railroad Trainmen the week of July 13. They were from the Philippine Trade Union Congress, from the Labor Education Center, University of the Philippines; and from the Japanese Ministry of Labor.

Riley Morrison, MS'55 and former ILR administrative assistant, spent the week of July 14 at the School working with Prof. Risley in developing a report on the management seminar "Personnel Problems of Professional and Technical Employees." Morrison is industrial relations analyst, Lederle Labs, American Cyanamid Corp.

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Ed Sheldon, recently retired ILR janitor, writes from his new trailer home: "We have our trailer permanently located on a piece of land 145' x 150' not far from McLean, south toward highway #13....Last spring we purchased a thermo-cyclopad which did wonders for my ailing arm....Best wishes to all those who may inquire...."

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Earl Kipp, MSILR'51, associate director of IUE's Pension Department, attended his union's conference at ILR the week of June 22.

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Darlyne Larson of the Fiscal Office plans a week's visit later this month at her parents' home in Cloquet, Minn. The Larsons recently spent a weekend in Maine.

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Library vacations: Librarian Gormly Miller and family are currently vacationing in Canada...Sara Ellison and husband Bill recently took a week's auto trip to Montreal, Boston and Cape Cod...Marilyn Mott of the Circulation Department is spending a week at a Seneca Lake cottage.

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Prof. William Whyte of Human Relations is spending the month in Latin American countries on Social Science Research business. Among other spots he's visiting Lima, Peru and Caracas, Venezuela.

Dr. Temple Burling and family are spending the month of August at their camp on Blind River in Canada.

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Prof. Isadore Blumen of Statistics Division is author of an article, "A New Bivariate Sign Test" in the June 1958 issue of Journal of American Statistical Association.

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The Don Dietrich family are currently vacationing for the second year at a cottage at Seabrook Beach, N.H.

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Marty and Jerry Bezner of Rochester are parents of a son, David William, born June 27. Marty was a former Research secretary at ILR. David William has two sisters.

ILRers Leone Eckert, Eleanor Emerson and Doris Stevenson are making their yearly trip this month to the Shakespeare festival at Stratford, Ontario. An additional passenger is Mrs. Hinda Neufeld.

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Vacation notes from the "middle" corridor: Joan Johnson (and husband) of the Research Division plans to visit the Canadian National Exhibition in Toronto next month...Camma Young of Extension (and husband Ed) recently spent a week at an Owasco Lake cottage...Maxine Henry and children plans to spend part of her vacation at a cottage at Shelldrake...Harlan Perrins and family are spending a couple of weeks at a shore cottage near Guilford, Conn.

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Notes from the lower corridor: Marie Hendershot, secretary to Prof. R. Campbell, plans to spend her two-week vacation, with her husband, visiting in Grand Rapids, Mich. Ralph Campbell and family will vacation this month at Provincetown, Mass.

Distribution Center: Hilda Genter plans to spend two weeks this month on Plum Island, Mass...Ardia Bowers will visit her folks in Windham, N.H....Margaret Mason and family recently viewed the Big City for the first time, with a side trip to Ft. Dix to pick up her eldest son.

SERVICE PINS AWARDED

Service pins were awarded to four ILRers last week at a ceremony at the new Statler Auditorium. Prof. Maurice Neufeld, pinchhitting for Dean Catherwood, presented pins to the following: Katherine Anderson of Human Relations (5-year); Maxine Henry, secretary to Neufeld-McKelvey (five-year); Laura Keenahan of Resident Instruction (5-year, in absentia); and Russell Hovencamp of Materials Lab (10-year).

At the University-wide gathering, Dean H. B. Meek of the Hotel School welcomed staff members as the first group of Cornell employees to use the new auditorium. Mr. Diedrich Willers, University personnel director, presided at the ceremony and introduced the head of each Cornell unit, who in turn awarded service pins to his staff members.

KLEIN STUART
GRADUATE ASSISTANT
ILR ROOM 3

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ILO EXPERT TO SPEAK

C. Wilfred Jenks, Assistant Director General of the International Labor Office, will deliver a University-wide public lecture Thursday, October 9 at 4:30 p.m. in Statler 117. His topic will be "Human Rights and International Labor Standards."

Mr. Jenks, who has had 25 years experience in the international labor field, has held his present position since 1948. In addition he has served as ILO legal adviser and member of the legal section. He has been adviser to the Venezuelan government on labor legislation and was a member of the ILO delegation to the UN Conference of International Organization at San Francisco in 1945.

Mr. Jenks was on the faculty of the Hague Academy of International Law in 1939, 1950 and 1955.

Among his publications are The Headquarters of International Institutions, Constitutional Provisions Concerning Social and Economic Policy. He was editor of The International Labour Code (1939 and 1952).

Mr. Jenks is a graduate of Cambridge University and of the Geneva School of International Studies.

IRRA SPONSORS PANEL

The Cornell chapter, Industrial Relations Research Association, will sponsor a panel discussion on "The Application of Monopoly Laws to Labor Unions" at 8:15 p.m. Oct. 23 in Phillips Hall. Professors Milton Konvitz of ILR, Alfred Kahn and Royal Montgomery of the Economics Department will participate.

NEW ILR APPOINTMENTS

Two permanent faculty members and two "visiting" appointments have been made at ILR this fall.

Assistant professors Albert A. Blum and Earl B. French have been added to the faculty.

Blum is working with Professor Risley in the small business area, chiefly in research. He was graduated from City College, New York and holds an A.M. and Ph.D. from Columbia. He came to Cornell from New York University where he was assistant professor in the Department of Management and Industrial Relations. He has made studies and written articles for the National Industrial Conference Board, and has taught at Queens College, New York Community College and Long Island University. He has worked on a study of white collar unionization for the A.M.A.

French comes to Cornell from Bucknell where he was for four years an assistant professor of economics. Prior to that he taught at University of Maine and at State University of Iowa. He was graduated from State Teachers College, West Chester, Pa., and has an M.A. and Ph.D. from State University of Iowa. He did graduate work at University of Pennsylvania's Wharton School. He has served as arbitrator and member of the labor panel of the American Arbitration Association and has worked as management consultant.

Kurt L. Hanslowe has been named visiting associate professor for the ensuing academic year. Since 1951 he has been assistant general counsel for the U.A.W. He

(more)

has a B.A. from Yale and a law degree from Harvard. He has done graduate work at Wayne University. Hanslowe has taught at the U.A.W. Workers Education Institute and has lectured at law schools in the Detroit area. He has argued cases before the United States and Michigan Supreme Courts.

Miss Frances Perkins, former U.S. Secretary of Labor, has been appointed visiting lecturer for the academic year. This is her fourth appointment at Cornell. She spent two months on campus last spring and six weeks here a year ago. In addition she was in residence for several weeks during the spring 1957 semester.

Miss Perkins became the first woman cabinet member in the nation's history and served in that post under Franklin D. Roosevelt from 1933 to 1945. She has been a U.S. Civil Service Commissioner and Industrial Commissioner of New York State. She is author of The Roosevelt I Knew, and is currently writing a biography of the late Al Smith.

ILR OPENS SCHOOL YEAR

A year ago FOI reported that ILR was still retaining its toehold amidst the engineer's quadrangle. This fall of 1958 we're still hanging on. Now completed and occupied are Upson Hall (Mechanical Engineering) to the south and Carpenter Hall (Administration Building and Library) to the west. Rapidly taking shape beyond Carpenter is yet-to-be-named civil engineering building.

Head high in midst of vari-colored porcelain and bands of glass windows, ILR wears a new coat of light charcoal grey. Officially ILR opened its fall semester at 11 a.m. Wednesday, September 24 with a student and faculty convocation in Phillips Hall auditorium. Convocation speaker was Prof. John P. Windmuller, recently returned from a year's stay in Geneva, Switzerland and Turkey. His topic was "Turkey in 1958: Economic, Social and Political Trends." He described the possibility of the ILR School's assistance to the University of Istanbul and discussed some of the pressing economic problems facing the country, notably an extreme inflation (which is denied by the government.) He pointed out that democracy in Turkey is nominal but not actual.

At the convocation, presided over by Dean M. P. Catherwood, the Borden Company Foundation award of \$300 was presented to Fred Wallach '59 as the senior having the highest average grades during the past two academic years. The Father Kelley award winner, Miss Maria Isabel Rivera of New York, was introduced. The Kelley scholarship is given annually by Local 3, International Brotherhood of Electrical Workers.

FACULTY TO TAKE PART IN PRE-RETIREMENT PROGRAM

Three ILR faculty members will participate in a two-day program on "Developing Pre-Retirement Programs in Industry" in Albany October 2 and 3. The program is sponsored by the Capital District Extension Office.

Prof. John McConnell (Dean of the Cornell Graduate School) will be lead-off speaker, discussing "The Transition from Work-Life to Retirement." He will also discuss "The Economic Needs of Older Persons" the same afternoon.

On Friday afternoon Prof. F. F. Foltman will talk on "The Selection and Use of Resource Specialists in the Pre-Retirement Program," and Prof. Ralph Campbell on "The Cooperative Development of Pre-Retirement Programs."

PERRINS TO WORK ON SPECIAL PROGRAMS

Prof. Harlan Perrins, who formerly served as management specialist in the School's Extension Division, has been named assistant coordinator of special programs. In his new assignment Perrins will have major responsibilities in planning, developing and conducting special programs. Prof. Robert Risley is coordinator of special programs.

Prof. Earl French, a recent addition to Extension, will take over the duties of management specialist in Extension.

ILR CLASSES BEGIN

With the usual pattern of orientation--undergraduate, graduate, and parent--out of the way, ILR faculty is proceeding to the business at hand--that of teaching 370 plus students about industrial and labor relations.

More than 40 courses, the majority of them undergraduate, range in subject matter from "The Manager in the American Society" to "Government Adjustment of Labor Disputes." New courses in the "500" series are "Human Resources and Administration I and II," taught by Profs. Landsberger and Foltman respectively. They are core courses in the newly integrated area of Human Resources and Administration.

Prof. Emil Mesics is teaching "Industrial Occupations and Processes" for the first time, as is Prof. Harlan Perrins teaching "Wage and Salary Administration."

TRAINING DIRECTORS TO MEET

This year's Training Directors Conference, to be held on campus Oct. 21-23, will commemorate the tenth anniversary of the founding of the Industrial Training Council. Its theme is "Impact of Technological Change on Training and Development."

The program will emphasize the nature of the technological changes anticipated in the next decade and the impact of these changes on programs designed to develop manual, technical and managerial skills.

A few of this year's program will be concurrent workshops on "What's Ahead in Industrial Training and Development?" Each workshop will be repeated so that each participant can enroll in two of the four workshops.

Dinner speaker Tuesday evening will be ILR Emeritus Professor Lynn A. Emerson, now of the U.S. Office of Education. His topic will be "A Decade of Industrial Education and Training." Luncheon speakers will be Dr. Glen Giddings, Manager of Personnel Research, General Electric Laboratories, and Dr. Harold Gershinowitz, President, Shell Development Company.

Workshop leaders, in addition to outside experts, will be ILR Professors Ralph Campbell, F. F. Foltman and Robert Risley.

SNYDER TO MAKE NEAR-EAST STUDY

Research Associate Allan Snyder, M.I.R. '58, is undertaking a two-year study of the trade union movement in the Middle East. His headquarters will be in Beirut, Lebanon. The study, financed by a grant made to the School, will be concerned chiefly with the trade unions and federations, their structure, administration and leadership. Snyder will investigate labor-management relations, labor legislation and the socio-economic, political and cultural environments in which the various movements exist.

Snyder, with his wife and child, sailed for Europe Sept. 26. He will spend three weeks at ILO headquarters at Geneva en route to Beirut.

Snyder has spent several years in the Middle East, chiefly as photographer for the Near East College. He attended American University at Beirut, where his father was on the faculty.

PETROLEUM GAS CONFERENCE HELD

Enrollees in the third annual Management Workshop of the liquefied petroleum gas industry will explore three problems faced by business management at a conference Oct. 6-8 at the Statler. The conference will be sponsored by ILR in cooperation with the New York State Liquefied Petroleum Gas Association.

Discussion leaders include F. Raymond Kraemer, Credit and Financial consultant; Russell Oakes, G.L.F.; Russell V. H. Isaacson, Frenkle & Co.; and J. Paul Graham of the Mohawk Valley Technical Institute. Prof. Lucille Williamson, College of Home Economics and Clark Jones, National Fire Protection Association, will be dinner speakers.

Prof. Harlan Perrins is program chairman

ALF-CIO TO MEET AT CORNELL

A week-long conference conducted by the AFL-CIO Department of International Affairs and ILR School will be held on campus the week of Oct. 12. Its title is "American Labor's Role in Less Developed Countries."

Conference staff includes Dean Harlan Cleveland, Syracuse University; Prof. John Dunlop, Harvard; Anthony Luchek, Pennsylvania State University; Charles Myers, M.I.T.; Harry Goldberg, Michael Ross, Bert Seidman, Jay Lovestone and George Harrison of the AFL-CIO staff; John Meskimen, I.C.A., and Rudy Faupl, I.A.M.

The program will include such topics as problems of management, education needs of free unions, a case study of trade union organization, and labor relations in Indonesia.

FALL "REVIEW" PUBLISHED

In the October 1958 issue of ILR Review Prof. Chester A. Morgan of State University of Iowa says that workers can change their minds about a union shop contract clause but rarely do so because of the security that such a clause offers them. He goes on to say that a provision of the Taft-Hartley Act gives the workers a democratic means of releasing themselves from a union shop by holding a deauthorization poll.

Former ILR Visiting Professor J. Henry Richardson contributes an article on "Indonesian Labor Relations in Their Political Setting." Other articles are "British and American Approaches to Structural Unemployment"; "Legal and Political Aspects of the Integration of Unemployment Insurance and SUB Plans"; "Austrian Labor's Bid for Power: The Role of the Trade Union Federation"; "Labor-Management Cooperative Committees in Britain's Electricity Supply Industry"; and "Organized Labor and Government in Underdeveloped Countries: Sources of Conflict."

ILR Professors Jesse Carpenter, Leonard Adams and Alice Cook have written book reviews for this issue.

WHO SITS WHERE

New faculty members have been assigned office space as follows: Visiting lecturer Frances Perkins in Room 26; Prof. Albert Blum in Quonset Hut 141; Prof. Earl French in the Extension Office; and Kurt Hanslowe in Room 11.

Prof. Henry Landsberger shares Suite 47 with R. Campbell and F. Foltman; Prof. Donald Cullen has moved into the Research and Publications suite; Prof. Robert Aronson, as Review editor-in-chief, occupies Room 24.

Conference recorder Dorothy Fisher has a cubicle in Room 20.

LANDSBERGER AUTHORS STUDY

Another in the Cornell Studies in Industrial and Labor Relations has been recently published. Prof. Henry Landsberger is author of Hawthorne Revisited in which he defends the classical human relations study, Management and the Worker, against its critics, and in turn offers a few criticisms of his own. Prof. Landsberger states that most of the criticisms of the Hawthorne studies are unjustified since this work was basically an objective report of research results, which as far as can be determined were reported fairly and realistically. He states that the Hawthorne studies suffer from guilt by association with the more opinionated writings of Mayo and his Harvard disciples, who base many of their interpretations on the original data gathered at Hawthorne.

Landsberger states that social science research would be enhanced if the results of Management and the Worker were used constructively to point out further areas of needed human relations research

ILR STUDENTS ON BIG RED SQUAD

Three ILR students are among the Big Red's football hopefuls. Senior Dave Dunlop of Roselle Park, N.J. has a berth as tackle, sometimes as starter, sometimes on the second string; Gerry Ceraud and Dick Nicotelli, both juniors, are reserve backs. Gerry hails from Elmira; Dick is from Brooklyn.

PEOPLE ARE WONDERFUL

New arrivals: Prof. Rudy and Ellie (Goodman) Corvini are parents of a daughter, Patricia Josephine, born September 15. She weighed 7 lbs. 3 oz.

Prof. and Mrs. Jim Morris are also parents of a daughter, Patricia Lynn, born August 15 in Santiago, Chile, where her folks are spending a year.

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Prof. John Mc.Connell, Dean of the Cornell Graduate School, spoke September 8 before the Ithaca Kiwanis Club on "Arbitration of Labor Disputes--Some Case Studies." He was convocation speaker September 19 at the Business and Public Administration School.

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Dean Catherwood described ILR School's program at an on-campus meeting of the Secondary School Committee on September 12. On October 1 Dean Catherwood is attending a meeting of the advisory committee of the Sloan Institute of Hospital Administration in New York. That weekend he will participate in an on-campus meeting of the Cornell Council.

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Russ Hovencamp (Materials Lab) and family have recently moved from Jacksonville to a newly-purchased home on the Podunk Road.

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Prof. Gardner Clark spoke August 4 at the Ithaca Kiwanis Club on his recent visit to Russia and its iron and steel industry.

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Bob Rassmussen '59 of Arlington Heights, Ill., was married September 14 to Miss Janice West, Cornell '60, of Scarsdale. Both are continuing their studies at Cornell.

ILR junior Burdette Murphy of Rochester was married early this month to Miss Harriette Amo of Clayton, N.Y. The bride is a graduate of Rochester General Hospital of Nursing.

Announcement is made of the engagement of Mary K. Clarey of Ithaca, ILR senior, to Bill Taber, Cornell Hotel School senior. They plan to be married in June.

Hans Panofsky, MS '58, of Mamaroneck, N.Y. was married June 21 to Miss Gianna Sommi of Parma, Italy.

Ruth Dubin (MILR cand.) and Gerald Rosenthal (MS cand.) were married in New York City on September 13. They are living in Jacksonville.

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Two ILRers will participate in the Governor's Conference on Occupational Health and Safety in Albany Oct. 7 and 8: Dean Catherwood and Prof. Robert Risley. Risley speak on "The Problem of Motivating and Training for Workers Safety in Smaller Firms."

PEOPLE ARE WONDERFUL (con't.)

ILR's two Barbaras returned for a brief visit last month: Barb Breckenridge and "Butch" Cleveland are now residents and enthusiastic boosters of Tucson, Ariz. Their new address is 4209 E. Lester St., Tucson.

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Richard S. Martin MS'55 and a Cornell Ph.D. candidate, has been appointed assistant professor in economics at the University of Massachusetts.

Larry Boyajiam, MLR '58, is personnel director for Stevens Market, a food chain of 800 employees in Miami.

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Rafael, Jr., seven-year-old son of Rafael Hernandez, an ILR student from Venezuela, won a pony last month at the Tompkins County Fair.

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Prof. Jean McKelvey served last July as one of several state mediators who attempted to settle a strike of upstate ironworkers.

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Mrs. Bernice Oltz (Dean's office) and family have recently moved into their newly completed ranch-type home near Willseyville.

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Eleanor Emerson and Doris Stevenson have returned from their annual ten-day visit to Kennebunkport, Maine.

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Mrs. Marla Palmer of Materials Lab returned September 1 from maternity leave.

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Prof. Donald Cullen served as a discussion leader last month at a six-week, on-campus hospital administrators' development conference.

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Mrs. Dorothy Johnson (Fiscal Office) and husband drove their daughter Arlene to Cleveland where she is enrolled at Western Reserve University.

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Last month Carol Sue Keene, an ILR conference secretary, spent a few days visiting friends in New Jersey.

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Prof. Ralph Campbell spoke Sept. 7 on "Education for Freedom and Responsibility" at the annual labor alumni conference at University of Connecticut. On Oct. 9 he will be working with the Amalgamated Meat Cutters and Butcher Workmen in Monticello on problems in administration.

Prof. Emil Mesics is conducting a seven-week management development course on Principles of Management in Syracuse. The course which opened Sept. 29 is in cooperation with the Syracuse Management Club.

Secretaries Irene Franklin and Connie Rotunno spend a recent weekend with former ILRer Bonnie Gavitt in LeRoy, N.Y.

Professors Robert Hisley, Albert Blum and Antonia Nell will attend the annual meeting of the New York State Retail Merchants Council Oct. 6 and 7 at Grossingers.

Mrs. Marie Hendershop, secretary to Prof. Ralph Campbell, returned in mid-September from a vacation with relatives near Grand Rapids, Mich.

Three ILR staffers comprise the "Gutterball" team in the Cornell Women's Bowling League: They are Dottie Johnson of the Fiscal Office and secretaries Connie Rotunno and Dottie Scott. Barbara Senecal of Resident Instruction substituted for Dottie J. in the year's first game.

MAN OF THE MONTH

Don Dietrich brings not only sage counsel to ILR undergraduates, but he brings also to Room 1, the Office of Resident Instruction, an aura of Cornell graduate scholarship in English nicely blended with his yeasty background acquired at Blatz Brewery in Milwaukee.

Mr. Dietrich (Don) was born and raised in Milwaukee, the grandson of an original settler in the Badger state. An only child, he spent his summers on a northern Wisconsin farm.

During undergraduate days at his hometown branch of the University of Wisconsin, Don worked in the traffic department of the Blatz Brewery, providing guidance to barrels. He wound up his brewery days as a taster. Despite on-the-job saturation Don says beer is still a favorite brew.

As an antidote to his career at the brewery, Don appeared on a university-sponsored half-hour radio show, reading proceedings of Congressional hearings.

After graduation Don joined Procter and Gamble's junior executive training program-- still in his hometown. A year later, in anticipation of the draft, he began his military as an aviation cadet at Kelly Field, Texas. He was soon dispatched to the southwest Pacific as navigator with the Jolly Roger heavy bombardment group. A year later he returned to the States as navigation instructor. (While stationed at Westover Field he and Parker, a former Wisconsin classmate, were married.) His final Air Force assignment was in Tucson.

(more)

After the war the Dietrichs stayed in Tucson; Don entered graduate at the U. of Arizona. Meanwhile he applied for admission at California, Cornell and Wisconsin and was accepted at all.

Cornell was Don's choice because he was guaranteed family housing accommodations here. (By that time young Timothy had arrived.) However, no housing was available after all, and after spending 30 days in temporary quarters, the family was forced to purchase a house.

Don, with the aid of a teaching fellowship, completed his Master's in English in 1948. At this point he was tempted to return to Tucson (which the Dietrichs both agree is near-celestial) to enter business with a friend. He says he'd be richer today than he is if he'd followed that hunch. But he stayed on for a doctorate, completing all requirements but the thesis. At this point he succumbed to a popular fallacy: that he could "finish up" his thesis while holding down a full-time job, in this case as employment interviewer at the local State Division of Employment. In the fall of 1956 he joined the ILR staff as student counselor.

The Dietrichs own a multi-apartment home in the Collegetown area. The family occupies the entire first floor. (They also own a seven-apartment house on East Buffalo Street.) As his only visible heritage from early days on a farm, Don displays a genuine "green thumb." In his city-size backyard are a small but intensive vegetable garden, many flowers, as well as berries. In the rear is also a good sized barn which the family uses for recreation.

The family consists of Timothy, 13; Leslie, eight; and Joshua, two. Last but by no means least are the Dietrich pets: Fritz, a cocker-scottie; Ned, a huge and battle-scarred cat; Daisy, a 10-week Pekinese; Andrew, a turtle; and two tanks of tropical fish, mostly unnamed. Don's pride and joy (besides his family) is a sky-blue VW convertible which carries the whole family, plus luggage, on its annual vacation to the New Hampshire shore.

PERSONNEL CHANGES

Mrs. Carma Young Enright has resigned her position as Central District Extension Office secretary, after working at ILR for more than six years. Carma and husband Ed plan to make their home in Florida, probably in the Miami area.

Bernad Egbert, Cornell '57, is pinchhitting for Eleanor Matychak in the School's Audio-Visual Office. A native of Silesia, Germany, Bernie has worked both at the University library and B&PA library. He has spent some time in California where he worked on computers in a bank, for the University of California and taught skin diving. He hopes to enter graduate school at Cornell for a Master's in German literature.

Miss Connie Cole has replaced Roxane Rothman as library circulation clerk. Connie's hometown is Montour Falls; she was graduated last June from nearby Odessa Central School with a business diploma. While in school Connie served as receptionist and typist in the principal's office.

SIEGEL '55 VISITS RUSSIA

Martin Siegel '55, along with 34 other American students, recently returned from a 39-day tour of Russia. Siegel, a rabbinical student at Hebrew Union Seminary, Cincinnati, also appeared briefly on the John J.M. McCaffery TV news (NBC) to explain his view of Russian living.

A fellow ILR alumnus, Joe Marotta '55 supplied us with the above information and a clipping from the Sept. 9 Daily News which described Siegel's trip.