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## For Our Information, October & November 1955, Vol. VIII, no. 3-4

ILR School, Cornell University

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## For Our Information, October & November 1955, Vol. VIII, no. 3-4

### **Abstract**

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

### **Keywords**

school, industrial, labor, relations, cornell, university, history, archives

### **Comments**

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**K. J.**

AFTER TEN YEARS - WHITHER?

An Anniversary Statement by  
Prof. Milton Konvitz

Ten years ago this month our School opened its doors. It was not, essentially, money or an act of the Legislature or a resolution of the Trustees of the University that opened the doors of our School. This was done by an act of faith -- faith in the "complete and generous education" of which John Milton spoke, an education "which fits a man to perform justly, skilfully, and magnanimously all the offices, both private and public, of peace and war." For in our day, outside of the relations between nations, it is in the relations between management and labor that one finds most frequently and prominently states "of peace and war" which involve "all the offices, both private and public," and in which the need is greatest for men who can perform their functions with a maximum of justice, skill, and magnanimity.

Now, after the passage of a decade, it is relevant to consider whether the act of faith has been, in a significant degree, justified by the type of education that our School has been offering. Is our educational program -- resident teaching, research and publications, and extension -- sufficiently "complete and generous" so as to fit our students with the qualities of justice, skill and magnanimity to meet the problems "of peace and war" in the field of industrial and labor relations? Are we putting to best use the time of the students who have been entrusted to our care? Are we -- faculty and staff of the School -- fulfilling the great trust, imposed on us by the State and by the University, to the maximum degree possible? Or are we too much at ease in  
(more)

our Zion? Have we become the slaves of use and wont, of fixed habits of thought and action, so that we no longer see our goals clearly and as live options?

In the nature of things, one cannot be forever a pioneer. After ten years, perhaps our venture no longer seems an adventure; and this change in attitude may be inevitable, and may in fact even have compensations; for one cannot live for years in the state of excitement that Keats associated with Cortez "when with eagle eyes he stared at the Pacific." Yet the sense that one is searching, looking for discoveries is inseparable from university teaching, which demands that the teacher have "eagle eyes" and that he believe that there is always still another Pacific that awaits his discovery.

The faculty of the School has adopted a resolution which asks for a self-survey by a distinguished veteran teacher in our field. I hope that we shall be able to get this self-survey. But, at the same time, is it not the duty of each of us to survey our record and our undertaking, and to search himself to see if the faith of the founders has been justified by the fruit and by the promise? For, even if we are no longer pioneers, we should believe, I submit, that we still stand on the educational frontier -- where a good teacher always stands and must stand. After ten years, we are, therefore, still frontiersmen. Well, what do we see as we look out, each of us, -- do we see an educational wasteland or have we taken possession, even if only with one foot, of the promised land? And what remains to be done? Where do we go from here?

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#### MENTAL HEALTH CONFERENCE SET

A two-day conference on Industrial Mental Health will be held on campus November 15-16. Dr. Temple Burling is conference chairman.

About 30 persons from industry, most of whom attended a mental health conference at Lake Logan, N.C. last spring, will meet with several psychiatrists to discuss problems of mental health in industry. The psychiatrists will not speak as authorities, but will join in deliberations.

Most of the conference will consist of concurrent sectional discussions of three aspects of industrial mental health:

1. What can be done through selection to achieve an emotionally healthy working force?
2. What is the individual physician's part in the furthering of mental health?
3. How can the mental health influences of company policies be evaluated?

Final sessions will be given to sectional reports and a general summary.

#### ORNATI AUTHORS INDIAN STUDY

The perennial problem of overpopulation may be the determining factor that will swing India's 356 millions to the East or to the West. India's industrial workers, though they number only 7 million, are quite influential and their political power far exceeds their number.

"Jobs and Workers in India," by Prof. Oscar Ornati is a detailed study depicting this growing urban proletariat of India. It is No. 3 in the Cornell International Industrial and Labor Relations Reports.

In this recently-published handbook on Indian labor and industrial relations, Prof. Ornati analyzes India's problem of overpopulation and its under-production.

Prof. Ornati, who has done extensive research into the Indian labor problem during the past three years, has written from the "Western approach" and in the language of the American businessman, labor leader and government official. He includes an introductory essay by C. N. Vakil of the University of Bombay, an eminent Indian economist, and three appendices to right "possible misunderstandings which may arise because of the consciously western orientation of this study and to give the reader an alternative view."

Prof. Ornati has pioneered in presenting the first comprehensive work on Indian industrial and labor relations. At the same time, he has opened the way for more research on this vital subject by setting up a basic framework pointing to specific areas where further investigation is necessary.

#### LEONARD NAMED ADMINISTRATIVE ASSISTANT

Jack Leonard has been appointed administrative assistant on a half-time basis to work with Dean Catherwood and Kiley Morrison. Mr. Leonard's primary responsibilities will involve non-professional personnel matters and administrative services.

Leonard received his B.S. and M.A. from the University of Arizona. Prior to entering Cornell graduate school in the fall of 1954, he was on the faculty of the University of Arizona. Last year he held the Cornell Burt Wilder fellowship.

#### FALL REVIEW APPEARS

In the Fall issue of ILR's quarterly "Industrial and Labor Relations Review" appears an article by Prof. Oscar Ornati entitled "An Italian's View of American Labor." This review article discusses answers to such questions as "Do foreign unionists in other countries understand American ideas and methods? Do they approve of the methods of American unions? Are our techniques and ideas considered to be workable in other countries? - questions found in a book on American unionism by a young Italian, Franco Ferrerotti, who spent two years in the U.S. observing the labor scene.

Contents of the October, 1955 Review include: "Effects of Right-to-Work Laws" by Frederic Meyers; "A Pattern for the Study of Human Relations in Industry" by Solomon Barkin; "Interunion Disputes in Great Britain and the United States" by Howard G. Gamser; and "The Strategic Alliance as a Factor in Union Growth" by former ILR'er Martin S. Estey.

Among book reviewers are ILR Professors Robert Aronson, Robert Raimon, John McConnell, and Isadore Blumen. "American Labor and the International Labor Movement" by Prof. John Windmuller is reviewed by Walter Galenson.

### SAVE NOVEMBER 12 FOR ILR PARTY

ILR is staging its annual fall get-together for all ILR faculty, staff and graduate students on Saturday, November 12 from 8:30 to 12 midnight at the Cornell Residential Club. The party is being planned by representatives of the combined faculty, staff and grad student social committees. Harlan Perrins will plan the entertainment; Eleanor Goodman is in charge of food; Al Bella, beverages; and Riley Morrison, publicity and tickets.

### ILR'ERS TAKE PART IN OPERA

Mrs. Ruth McAllister of Resident Instruction and Fred Slavick of Statistics added their talents to the opera die Fladermaus, given earlier this month by the Ithaca Civic Opera group. Ruth played the role of Adele, the maid. Prof. Fred Slavick played the viola in the 17-piece orchestra of local musicians which played the Johann Strauss score.

Ruth's husband, a baritone, sang the part of Frank, the jail warden.

### ADVISORY COUNCIL MEETS

Advisory Council members, who will be on campus November 18, and ILR faculty members will discuss the School's future program, including development of staff requirements and building needs.

### ALUMNI ELECT NEW OFFICERS

Newly-elected national officers of the Cornell Industrial and Labor Relations Alumni Association are: president, William E. Carroll '48 of Briarcliff; vice-president, Bob Biggane '49 of Buffalo; secretary, Marie Louise Paternoster, MSILR '52 of New York; and treasurer, Riley Morrison '50 (MS '55) of Ithaca. Officers will serve a two-year term.

### HIGHLIGHTS OF ANNUAL REPORT

Following are excerpts from the Dean's Annual Report to President Malott for the year July 1, 1954 to June 30, 1955:

Extension: Although Extension's work throughout the State has achieved maximum growth possible under present budget and staff, the on-campus program continues to develop...Two hundred ninety-six programs in 64 communities were held throughout the State last year, with total registration of 7,387.

Courses for the general public, which in the early days of extension made up a large part of the total (56 out of 63 courses conducted in 1946-47) now constitute a minor part of the total program (2 out of 296) in 1954-1955... Robert Risley was named coordinator of special on-campus programs.

Research: A new publication, ILR Research, was published in three issues on a trial basis, as a means of informing practitioners and others of the School's research...Circulation of ILR Review has increased by 10% over the past year... Six publications were printed and circulated, including two volumes in the international series.

Resident Instruction: At the end of the 1954-55 academic year almost 1000 students had completed degree programs at ILR...Although present enrollment of about 300 undergraduates and 65 graduate students has been maintained for the past five years, there has been an increase in the amount of class work which the School offers students from other schools in Cornell...Applications for admission to ILR have increased in both quantity and quality.

Library: The increased demand for reference service and the need for student guidance in the use of resources in industrial and labor relations has resulted in the establishment of a reference desk manned 12 hours a day... Reserve circulation rose to 51,113 this past year from 44,162 a year ago. Total number of volumes in the school collection was 43,886 as of June 30, 1955.

### SCHOLARSHIPS AWARDED

Two scholarship awards were given to ILR students at the recent Fall convocation:

Miss Estelle Dinerstein, a Brooklyn senior, received the \$300 Borden Industrial and Labor Relations scholarship. The award is given to a member of the senior class who has achieved the highest average grade for the past four terms. Mr. J. H. McCain, Secretary of the Borden Company Foundation, made the award.

Kennecott Copper scholarships were awarded to ILR seniors Tom Kerr and Bob Stevens. The scholarships of \$500 each are given to two seniors in the top 10% of their class, based upon their proficiency in studies and evidence of leadership and initiative.

### PAGANO LEAVES STATE POST

Joseph Pagano, editor-in-chief of the State Labor Department's Industrial Bulletin for the past ten years, has resigned to become an industrial relations consultant with offices in New York and White Plains.

Mr. Pagano has taught extension courses in personnel administration and human relations for the School's New York Metropolitan district office.

### 12 NEW FOREIGN STUDENTS

The fall term brings to ILR an even dozen entering foreign students from eight different countries.

Graduate students are: Abdel-Wahab Moustafa from Cairo, Egypt; Rachel Alvarez from Buenos Aires, Argentina; Guy Beaudoin from Quebec, Canada; George Daniel, Port of Spain, Trinidad; Braj Narayan, Bihar, India; Homer Neilly, Ontario, Canada; Jorgen Ravn, Virum, Denmark; Ronald Saldanha, Bombay, India; Madhurendra Varma, Bihar, India.

Undergraduates are: Roger Copello and John Lawton, both from Maracaibo, Venezuela; and Isamu Shimoji, Okinawa.

### NEUFELD TO TEACH ABROAD

The International University of Social Studies in Rome has invited Prof. Maurice Neufeld to teach a course while he is doing research in Rome this academic year. The University, concerned with the problem of labor-management, has a faculty of Economic and Commercial Sciences; a faculty of Labor Union Sciences (the first established in Europe at any university); one of Political Sciences; an Institute of Foreign Languages, etc. The University is run by the Order of Dominicans.

### ILR STUDENTS MAKE HONORARIES

ILR juniors and seniors were recently elected to Cornell honoraries:

James Gustin of Binghamton and Richard Jacobstein of Rochester were elected to Sphinx Head, senior honorary; John Dempsey of Kenmore and Howard Shearer, Jr. of Swarthmore, Pa. were elected to junior honorary Aleph Semach.

### HOURS OF WORK CHANGED

At a meeting October 17 the ILR non-professional staff voted almost unanimously to change hours of work to provide for more free Saturdays. Work schedule is now 8:15 a.m. to 5:00 p.m. (five days a week) with one hour off for lunch, plus four hours' work every fourth Saturday morning. Hours worked on Saturday morning will be considered overtime and employees will take four hours off either preceding or following the Saturday morning worked.

The staff meeting was conducted by Administrative Assistant Riley Morrison.

### ILR'ERS ON BIG RED TEAMS

ILR'ers are contributing their share of talent to Big Red fall sports. Varsity football uses the services of four ILR'ers: Tom Itin, a junior, shares the center slot with Tom Aikins; other squad members are Chris Schmid, Andy Schroeder and Ed Tibbitts, all of whom have been out with injuries. (A picture of the four with Prof. Robert Raimon appeared in the program of the Cornell-Princeton game.)

Itin was listed among "Unsung Heros" of the Eastern Intercollegiate Football Association after the Cornell-Harvard game. According to the report Itin played his best after being hurt. The write-up says: "Itin, a junior center from Newton, O., who was a jayvee player last year, was knocked cold in the second quarter, refused to come out, and then did a tremendous job of plugging holes and making tackles, as well as knocking down a key pass during an upset 20-7 victory at Harvard."

Richard Gould and Dave Eckel are on the varsity cross country team.

### AMERICAN IDEALS AWARDS GRANTED

Two awards for the best grades in the American Ideals course, offered in ILR, have been announced by Prof. Milton Konvitz, course instructor.

Lucy Roberts, senior from Woodmere, won the Sophie L. Seidenberg Memorial Award for the best grades in the fall (1954) semester, Robert Ridgley, Binghamton, won the Prof. Felix Kaufmann Award for the best grades in the spring semester. Each award is worth \$25 in books. These awards will be made each year.

The first-mentioned award honors the mother of Jacob Seidenberg, Ph.D. '51, now Executive Director of the President's Committee on Government Contracts.

### LEE ECKERT EDITS BULLETIN

Leone Eckert of the library documentation center is the new editor of the Labor Historian's Bulletin, a mimeographed quarterly publication. Purpose of the Bulletin is to keep members of the American Historical Association informed about who is doing what in the labor history field.

The first issue under Lee's editorship will appear shortly. Almina Leach of Research Division has designed the publication's cover.

### ILR CONDUCTS SURVEY FOR CARBORUNDUM

The School is cooperating with the Carborundum Company on an attitude survey of office employees. Riley Morrison is directing the study. He is being assisted by grad students Sigmund Giambruno and Fred Piker, and by Alma Coles of Statistics Division. Carol Bartlett is typing the report.

The School, under former Prof. Edwin Harris, has previously worked with Carborundum on a salesmen attitude survey.

### REPRINTS ISSUED

The School recently has issued two reprints, both from Labor Law Journal; one by a former grad student; the other by a current grad student.

No. 36 is "Interim Report of a Research Project in Mediation" by Henry Landsberger (August, 1955); No. 37 is "NLRB Policy on the Employer's Duty to Supply Economic Data for Bargaining" (June, 1955) by John Leonard, Ph.D. candidate.



PEOPLE ARE WONDERFUL

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Barbara Breckenridge, secretary to Prof. Jensen and Barbara Cleveland of Resident Instruction will shortly be Bermuda-bound. The girls will leave October 31 for two weeks at the Elbow Beach Hotel. They plan to fly both ways.

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Prof. Robert Raimon has moved from a cubicle in the Personnel Administration suite in Room 47 to a more spacious office in Room 28. Prof. James Morris is the other occupant of Room 28.

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Mrs. Dorothy Johnson of the Fiscal Office is at this writing a patient in Tompkins Memorial Hospital. She expects to return home soon.

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Prof. John McConnell attended the Governor's Conference on Problems of the Aging in Albany October 18-20. He is consultant to the Commission on Employment.

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Prof. and Mrs. Robert Risley of Candor are parents of their first child, Robert Francis, born September 28.; weight 7 lbs. 2 oz.

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Two more faculty members have joined the ranks of homeowners: Prof. Robert Aronson has bought a home in Renwick Heights (off the E. Lake Rd.); Prof. Robert Ferguson now owns a 125-year-old, 10-roomer at 3 Congress Street, Trumansburg.

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ILR secretary Diane Barkdoll appears weekly on a TV (Binghamton) fashion show; she models for Dresden's department store.

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Prof. Rudolph Corvini attended the annual meeting of the Associated Industries of New York State at Lake Placid late last month.

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Prof. Arnold Tolles attended a meeting of the Central New York Economics Association at Hartwick College, Oneonta, October 15.

Prof. Frank Miller of Human Relations will speak October 28 in Toronto at the annual meeting of the National Canadian Foremen's Club. His topic will be "Making Effective Contact."

On November 14 Prof. Miller will be a panel member discussing "The Effects of Automation" in Buffalo under Junior Chamber of Commerce auspices.

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Adrienne Smith, recently of the ILR library staff, is now living in Cleveland where she has entered the training program of Halle Brothers department store. Her address is The Evangeline, Room 407, 1588 Ansel Road, Cleveland.

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The F. F. Foltmans have taken a house for the academic year at 5 Bayberry Road at Elmsford, N.Y., near Tarrytown. Prof. Foltman is doing consulting work for Shell Oil.

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Wallace Wohlking of the Buffalo Extension office and George Strauss, former ILR faculty member, took to the cold waters of Lake Ontario Sunday, October 9 when their sloop capsized and sank. Strauss swam to shore, but Wohlking was picked up by a private craft while a half-mile off shore. Both men wore life jackets. They were in the water nearly four hours.

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Prof. Scott Cutlip was in Columbus, Ohio, October 26-29 as member of a journalism accrediting team making an inspection of the Ohio State School of Journalism.

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Starting next month Prof. Ronald Donovan of Extension is teaching a nine-week management course for Cornell supervisors.

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Leola Avery, former secretary to the Dean, has taken a secretarial job with North American Aviation at Long Beach, Calif.

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Prof. Gardner Clark will speak November 2 at the American Society for Public Administration on campus. His topic is "Dilemmas of Soviet Industrial Administration."

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Announcement is made of the engagement of ILR student Bill Tarr, an Ithacan, to Marguerite Jeannine Paquette of Ottawa, Canada. Miss Paquette is employed at the Department of National Defense, Air Material Command Headquarters, Ottawa.

Barbara Linder, who has been on a three-month maternity leave, has returned to her desk in the Clark-Windmuller suite. Diane Barkdoll, pinch-hitting for Barbara, now has headquarters in Room 20.

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Henry Landsberger, Ph.D. '54, a recent ILR research associate, is doing research on human relations problems and wage problems at the Oxford Institute of Statistics at Oxford, England.

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Richard and Rhee Lyon are parents of a son, Randolph Matthew, born September 24; Richard, Ph.D. '54, is practicing law with Seyfarth, Shaw and Fairweather in Chicago. The Lyons live at 823 Thacker Street, Des Plaines, Ill.

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Former ILR extension secretary, Tess Halcy, was married October 15 to Clarence Ryckman in Geneseo, N.Y.

Flo and Don Gleason of Syracuse are parents of a daughter, Cynthia, born September 15. Flo was Dean Catherwood's secretary; Don was graduated from ILR in 1948. Don recently was transferred from the Syracuse to the Allentown, Pa. GE works.

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The address of grad student, Ralph James, doing school research in India, is c/o American Express, Bombay, India.

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John Thurber, formerly of the ILR faculty, and now with the United Rubber Workers' Research Department, has written the lead article "Rubber Workers' Pioneer Unions" for the 20th anniversary edition of United Rubber Worker.

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Libbie Foster, MS'55, reports that she is working for the Colorado Labor Advocate, the newspaper of the Colorado Federation of Labor. Her address is 1515 Vine Street, Denver 6.

Al Peevers, M.Ed. '55, is a training assistant at the First National Bank of Nevada, Reno. His address is 33 Lake St., Reno.

Hank Booth, former grad student, and now with GE in Schenectady, sent in a picture and article of Bob Stockwell '55 from the GE News. Bob won a football pool by correctly guessing the outcome of 12 games. Hank reports that he is being transferred to the Erie, Pa., GE plant next month.

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Ginny Wallace, formerly of the library staff, reports from Frederick, Md., where husband Lee is practicing veterinary medicine. The Wallaces have been doing considerable local sightseeing. Next August they plan to take to the road -- Florid, Mississippi, the Midwest, Yellow Park... On their return east, they plan to pick a spot for veterinary practice in the Midwest and settle down.

MAN OF THE WEEK

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Harlan Perrins, IIR's effervescent Central District "roadrunner" can't decide whether he puts in more mileage on the long stretches of his Ellis Hollow lawn with Montgomery Ward's best put-putter, or on the short curves of central New York's highways in a not-too-new state car. (He really hasn't had time to make an accurate check.) Figuring an average of 300 miles a week driving from September to June, Prof. Perrins covers a territory extending from Lake Ontario to Pennsylvania, west to Rochester and east to Syracuse. At the moment he is responsible for courses being taught from Lowville to Painted Post and from Palmyra to Syracuse. His job is to beg, borrow or steal qualified teachers for these adult education courses, ranging in subject from grievance handling for a steelworkers local to a course in management development for a clothing company.

Perrins has a New England background -- New Haven and Yale more exactly. He attend school in South Kent, Conn. and Yale College for his frosh year. In 1942 he entered the Coast Guard as apprentice seaman -- aboard sailing schooners off Gloucester and a patrol frigate in the North Atlantic. He and his crewmates received special commendation for ability to down seagulls, depth-charge whales and launch weather balloons.

The year 1945 found our naval hero back at Yale, where he was graduated with an economics major. He remained at Old Eli for a year's work and a master's degree.

College summers he spent working at an assortment of jobs - mechanics helper, yard bird in a boat yard, selling ice cream, and as production worker in a box factory. He refers to this period "as broadening the calluses on his hands."

Prof. Perrins' first full-time job was teaching economics and courses in supervision at New Haven College. He served as liaison between the college and industry. Two years later he moved to Norden Laboratories (mostly in White Plains). Here for three years he administered the wage and salary program for the Research and Development Lab.

In 1954 "after ten interviews in eight hours," he landed the job at IIR.

The Extensioner lists his hobbies in this order: acquiring cats and dogs, skiing (classifying himself as an intermediate), mountain "walking," and driving around the Central District.

Since early summer the Perrins have lived in their two-year-old ranch-type house in Ellis Hollow along with collie pup Lola (she gets what she wants), and feline companions Jane and John. Wife Ginny, on permanent vacation after 15 years as a secretary, says she enjoys country living.

On campus Perrins is this year flying tail gunner for American Airlines -- as coordinator of the third week of each of the program's eleven sessions.

Given duty as entertainment chairman for IIR's upcoming party November 12, Perrin's last words are: "Any volunteers?"



PROF. MCCONNELL NAMED GRADUATE DEAN

Prof. John W. McConnell of ILR has been named dean of the Cornell Graduate School. Prof. McConnell, since 1946 on the ILR faculty, succeeds Prof. S. S. Atwood, who recently became university provost. The appointment is effective immediately.

For several years a research director in the Twentieth Century Fund, Prof. McConnell was co-author of the fund's book on "Economic Needs of Old People" and author of a chapter on "Social Welfare" in the new edition of its "America's Needs and Resources." His other works include "The Basic Teachings of the Great Economists," "The Evolution of Social Classes" and "A Guide to Community Study."

He has served on numerous arbitration and mediation groups and as consultant on pensions and retirement policies to business and government agencies.

He is currently serving as research counsel for the State Joint Legislative Committee on Unemployment Insurance and last October was consultant to the employment sub-committee of the Governor's Conference on Problems of the Aging.

At Cornell he is on the Committee on Student Conduct and the executive board of the Social Science Research Center and is chairman of an ad hoc committee on hospitalization and medical care for Cornell employees.

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10TH BIRTHDAY PARTY HELD

Our ILR--now a healthy, active youngster 10 years old--had quite a birthday party Friday night, Nov. 18 at the Statler.

Leaders from government, business, labor and education gathered with members of ILR's faculty, staffers and former ILRers to hail the tenth anniversary of what the late President Day once termed "an exciting experiment in education."

An illuminating review of the history of the school from the inception of the idea in 1939 to the start of the school in 1945 was provided in the sparkling reminiscences of United States Senator Irving M. Ives, Judge William Groat, State CIO President Louis Hollander, Donald Shank, first director of student personnel, Prof. Phillips Bradley, first extension director, and Prof. Jean McKelvey, first teacher in the school.

Dean Catherwood served as toast master. President Deane W. Malott of Cornell left another meeting in the Statler to speak briefly. He praised the school's accomplishments in its

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He has also served on the Graduate School's General Committee and its Scholarship and Fellowships Committee, as well as on the Fulbright Scholarship Board. He is vice president of the Cornell chapter of Phi Beta Kappa.

After graduating from Dickinson College in 1929, Prof. McConnell taught in the American University at Cairo. He received the Ph.D. in 1937 at Yale, where he worked in the Institute of Human Relations.

He taught at the American University in Washington and at New York University before coming to Cornell, and spent 1953-54 as a Fulbright lecturer at Patna University in India.

For the remainder of the semester Prof. McConnell will spend Monday, Wednesday and Friday mornings in his ILR office in Room 13 and the rest of the time in his office at 125 Day Hall.

#### DEAN IN PUERTO RICO

Dean M. P. Catherwood has been appointed chairman of a minimum wage board to set wages for four Puerto Rican industries by Secretary of Labor James P. Mitchell.

He called the first of four tri-partite minimum wage committees together in San Juan Monday, Nov. 21. He expects the hearings and the deliberations of the four committees to take about three weeks.

These committees, appointed under the Fair Labor Standards Act, have the task of working out new minimum wage recommendations for the clay industry, stone and glass industries, the hooked rug industry and wholesaling and distribution industries. These committees are equally representative of employers, employees, and the general public. Dean Catherwood, chairman of all four hearings, represents the public.

The Dean served on a similar board in Puerto Rico in October, 1954. This past summer he served as a member of a three-man railway emergency board to hear a wage dispute between the nation's major railroads and the Brotherhood of Locomotive Firemen and Enginemen. This was the second time President Eisenhower had asked Dean Catherwood to serve in this capacity.

#### MRS. COOK'S BULLETIN PUBLISHED

Despite a creditable history of promoting nationwide social reforms, American labor still does not have a community voice proportionate to its size and strength in the community. This is the conclusion of Prof. Alice H. Cook in her newly-published booklet, "Labor's Role in Community Affairs." She points out why trade unions should speak up, not only for the good of their members, but for the entire community.

Her observations and suggested plans for union action are based on the findings of a two-year adult education project she headed for the school's Extension Division in 1952-54. It was financed by a grant from the Inter-University Labor Education Committee which is composed of eight universities carrying on university extension programs in labor education.

Mrs. Cook is teaching Labor Union History and Administration at ILR.

The unions, as important community organizations themselves, representing a high proportion of the working people, want increasingly to help make policy on public questions, according to Mrs. Cook.

The six questions with which she deals directly are: 1) How can unions find out what community resources are available and put their members in touch?; 2) How can unions work to improve those services?; 3) How can unions help call attention to needed services not now available?; 4) How can unions develop policy on community issues? 5) How can they work with other organizations in developing community policy?; and 6) How can union members, guided by these policies, participate in civic affairs?"

BIRTHDAY PARTY (con't.)

first brief decade and said ILR was right where an educational institution belonged "out on the frontier of controversial ideas."

The School, a unit of the State University of New York, was authorized by the State Legislature in March, 1944 and admitted its first class of 108 students November 1, 1945, on the Cornell campus. It was the first school of its kind in America.

Senator Ives gave great tribute to the role that the late President Day of Cornell played in founding the school at Cornell in 1944. Ives said: "Dr. Day wasn't afraid to go ahead wherever the truth might lead. He was a statesman. We need more like him today."

Judge Groat declared "It was Irv Ives' courage, drive, and vision that made this school possible."

Mr. Hollander said labor supported the school's founding and supports it today "not to train labor leaders, not to train business leaders but to educate whole human beings who will take their place as leaders in their community."

The Committee on Arrangements for the dinner was: Arnold Hanson, chairman, Eleanor Emerson, Jean McKelvey, Robert Aronson and Gardner Clark.

FACULTY-ALUMNI SEMINAR TO BE DEC. 9-10.

For the second time all roads lead to the Hotel Martinique in New York City-- for ILR alumni and faculty, that is. ILR's second faculty-alumni seminar is scheduled in New York Dec. 9 and 10.

The program, planned by a faculty-alumni committee on arrangements, includes an opening dinner Friday evening, Dec. 9, with a welcome by Arnold Hanson, Director of the Office of Resident Instruction and Alumni President William E. Carroll. Evening speaker will be Prof. George W. Taylor of Pennsylvania University's Wharton School of Finance and Commerce.

Two sessions are slated for Saturday morning: "Automation: Deadfall or Opportunity, A Challenge to Management and Unions," with Dean John McConnell presiding, assisted by alumni Earl Kipp, Joe Milano and Bernie Lampert; followed by a panel discussion on "The ILR Alumnus: Selection, Placement, Performance," with James Campbell and Rudolph Corvini representing the faculty, Robert J. Doolan, Director of Personnel, Allied Stores, representing industry; and Ed Field of Allied Stores representing alumni.

Joseph F. Finnegan, Director, Federal Mediation and Conciliation Service, will be luncheon speaker on "The Role of Government in Collective Bargaining."

The concluding afternoon sessions will feature "Labor Relations on the New York Waterfront," with Prof. Vernon Jensen, alumnus Horace Sheldon, and guests Samuel Lane, formerly Executive Director and General Counsel, Waterfront Commission of New York Harbor; Alexander Chopin, President, New York Shipping Association; and Patrick J. Connolly, Executive Vice President, International Longshoremens' Association.

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

Well over 100 are expected to attend the seminar, according to the Committee on Arrangements: George Fowler, Chairman; Ed Field, Eleanor Goodman, Lois Gray, Bernie Lampert, Horace Sheldon, Bob Swanson and Paul Yager.

EXTENSIONERS TO MEET IN NEW YORK

The entire ILR extension staff will hold its monthly meeting in New York City December 8 and 9. Prior to the meeting extensioners will have opportunity to attend the AFL-CIO Merger meetings held the same week.

### SHORT COURSES SET

"Human Relations in Administration" is the theme of the 1956 Effective Executive Leadership programs to be conducted by ILR on campus February 5 through March 2, and April 1 through April 27. They will be the sixth and seventh executive leadership programs held.

Prof. Robert Risley, in charge of the leadership sessions explains that the seminars are designed to supplement executive development activities carried on within individual firms. They also provide opportunities for key members of management groups to exchange ideas and experiences.

Each seminar is limited to 20 participants. There can be no more than two from any one firm. Management men from all sections of the country and from some foreign countries the ILR leadership programs in past years.

The first week of each seminar focuses on organization, management and planning; the second, human relations and communications. Employee relations as a management function is the subject for the third week, while industrial and labor relations are studied the final week.

ILR faculty members and prominent leaders in industrial and labor relations will conduct the program. Instructional methods used range from formal lectures to discussion seminars.

### ILR ADVISORY COUNCIL MEETS

At its fall meeting on campus Nov. 18 the school's Advisory Council heard ILR faculty discuss anticipated future programs, building requirements and special features of the present school program, including the resident instruction by Arnold Hanson and Rudolph Corvini; a report from Visiting Professor Matthew Radom from industry; the research and publications program by Leonard Adams and Vernon Jensen, and adult education by Alpheus Smith and Ralph Campbell.

Council members attending were William Decker, President, Corning Glass; Howard Dirks, Vice President, Carrier Corp.; Judge Mary Donlon of the U. S. Customs Court; Harold Garno, Secretary-Treasurer, State CIO Council; William Groat, County Judge of Queens County, New York; Harold Hanover, Secretary-Treasurer, State Federation of Labor; Louis Hollander, President, State CIO Council; Dexter Kimball, Jr., Vice President and General Manager, Bendix-Westinghouse Automotive Air Brake Co.; Isador Lubin, State Industrial Commissioner; Russell McCarthy, Manager, Rochester Industrial Management Council; Joseph Shaw, President, Associated Industries of New York State; and Sidney Sufrin (for Edward Dickinson, State Commissioner of Commerce).

Also present were President Deane W. Malott, Sanford S. Atwood, University Provost, A. H. Peterson, University Controller, Reuben Frodin, Executive Dean, Four-Year and Professional Colleges, State University of New York.

### FALL PARTY A SUCCESS

With the Cornell Res Club as headquarters Nov. 12, more than 130 School faculty, staff and grad students and guests swung their partners to the calling of Roland Kelly, viewed a take off on TV's "What's Your Line" program (learning the intricacies of selling sun tan oil), applauded a skit by Nancy and Tom Shepherd, and consumed quantities of sandwiches and liquid refreshments.

Major credit for the party's success goes to committeemen Elie Goodman, Harlan Perrins, Riley Morrison and All Bella. Pete Fornal's ticket-selling was most persuasive.



### ILR'ERS ON IRRA PROGRAM

Dean Catherwood, Prof. John McConnell and Visiting Professor Matthew Radom will appear on the program of the eighth annual meeting of the Industrial Relations Research Association Dec. 28-30 at the Hotel Roosevelt in New York City.

Dean Catherwood will be panel member on an afternoon session "What Kind of Training is Desirable for Students Headed for Jobs in Industrial Relations?" Panel chairman is R. W. Fleming of the University of Illinois.

Prof. McConnell will present a paper on "Supplemental Unemployment Compensation" at a session on "Unemployment Compensation in a Private Enterprise Economy" chaired by E. E. Witte of University of Wisconsin, former ILR visiting professor.

Visiting Professor Matthew Radom will discuss "Recent Developments in Personnel Research in Industry" at a panel "Contributions and Needs of Company Research in Industrial Relations," chaired by William Caples of Inland Steel.

### 601 SEMINAR VISITS WATERFRONT

Students of Prof. Jensen's "waterfront" seminar (ILR 601) visited New York's waterfront Oct. 26-28 to see for themselves what they had heretofore been studying in books. Those making the two-day trip were Profs. Jensen and Windmuller, and Pete Formal, Jack Leonard and Bob Zeltzer. The group visited Employment Center No. 3 of the Waterfront Commission, a pier, the Panama Lines (where they lunched aboard the Cristobel), Waterfront Commission on Park Row, where they interviewed officials; and Local 856 headquarters, including talk with Fred Field, local secretary and president of the New York District Council.

The students spent the following day at hearings of the Citizens Committee to study the waterfront. There they met Father Comey, sat next to Tony Anastasia, and talked with Packy Connolly, executive vice president of the International Longshoremen's Association.

Next month the same group will attend the Faculty-Alumni seminar in New York, sitting in on the Saturday afternoon session "Labor Relations on the New York Waterfront."

### MARVIN KOGAN DIES

Marvin Kogan, lecturer in statistics at ILR School died unexpectedly on Oct. 26 in University Hospital, Syracuse. He was 30.

He is survived by his wife, Mrs. Sally Kogan, a teacher in Trumansburg Central School.

Kogan, a candidate for a Ph.D. in economics, was an ILR research associate in 1951-52. He was graduated from the University of Illinois in 1949 and received his master's degree in 1951 from American University.

Mr. Kogan specialized in the field of labor mobility and ILR recently published the study "Labor Mobility as a Probability Process," of which he was co-author with Profs. Philip McCarthy and Isadore Blymen.

### RIDGWAY TO TEACH STATISTICS

Val Ridgway, a doctoral candidate at B&P School, has taken over the teaching of ILR 510, Economic and Social Statistics, formerly taught by the late Marvin Kogan. Ridgway received both his undergraduate and master's degrees from the University of Missouri. He has taught statistics at Missouri and at Texas A&M.

DON TOMPKINS RETURNS TO ILR

Don Tompkins has returned from four years with the U.S. Air Force to his former job as Materials Laboratory Supervisor. Formerly an Air Force Postal Supervisor, he has served as Special Agent, Office of Special Investigation with the 19th District, San Francisco for the past year and a half.

Tompkins and his wife live in Groton, New York.

DAVID COLE TO SPEAK

David Cole, former Director of the Federal Mediation and Conciliation Service, will conclude his series of seminars on mediation and collective bargaining processes for ILR faculty Monday evening, Nov. 28. The following day he will speak to students of Prof. McKelvey's classes.

Mr. Cole was a Visiting Professor at the School during the 1954-1955 academic year.

STUDENT ELECTION RESULTS

Results of recent Graduate Student Council elections are as follows: President, Sig Giambruno; Vice President, Cy Lehrer; Secretary, Paul Mahany; Treasurer, Bill Irving; Representative to Graduate Committee, Dave Singer; Representative to Placement Office, John Hudcovich; Executive Board Members at Large, Betty Suttell and Houstafa Abdel-Wahab.

The elections were so hotly contested that run-off elections were held.

GRADUATE STUDENT TEACHES CREATIVE THINKING COURSE

Doctoral candidate Sam Trull is one of a pair teaching a three-month course in Creative Thinking to groups of General Electric Advanced Electronics Center employees.

The program's idea was born when Trull and Donald Kennedy, Anthropology graduate assistant, demonstrated group thinking techniques at the Center. Trull has had ten years' experience in problem-solving conferences.

PEOPLE ARE WONDERFUL

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David Dunlop of Roselle Park, N.J. was recently elected freshman representative to the ILR Student Council.

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Prof. James Morris spoke on "Origins of the CIO" at a meeting of the Cornell chapter of the Industrial Relations Research Association Nov. 22.

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Grad assistant Keith Collins contributes highlights from a recent letter from Lynn Emerson, former ILR professor, now vocational education consultant in Israel...With the arrival of more help, Prof. Emerson can now devote most of his time to teacher training and instructional materials development, with plans under way for setting up a laboratory for this purpose. Mrs. E. and he have enjoyed visiting Biblical spots and have taken and developed many of their own color films. He now has 200 slides and expects to have 1,000. Says his screen comes in mighty handy. He enclosed three pictures, one an infra red shot of the Sea of Galilee.

PEOPLE ARE WONDERFUL (con't.)

Prof. James Campbell of Resident Instruction shortly will begin teaching a class in Human Relations for Thompson Boat Company supervisory personnel in Cortland. He attended the New York State conference of Deans and Guidance Personnel in Syracuse Nov. 10-12.

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Betty and Sig Giambruno are parents of their second son, Andrew Frank, born November 11; weight 7 lbs. 5 oz. Sig is Mrs. Alice Cook's grad assistant.

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Richard Fisher, Director of Community Affairs for American Airlines, played hookey from his classes in Statler 439 November 14 to speak to students of Prof. Cutlip's IIR 490 public relations class.

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Eleanor Beeson, Keuka College senior and an Ithacan, is assisting conference secretary Betty Matheney during her five weeks' work-training period.

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Prof. Leonard Adams presented a report on depressed industrial areas to the Sub-Committee on Low Income Families of the Joint Committee on the Economic Report in Washington, D.C. Nov. 22.

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Mrs. Jane Webb who hails from Mississippi has been pinch-hitting for Mrs. Dorothy Johnson in the Fiscal Office. Jane's husband is a graduate student in Geology.  
Meantime, Dorothy has returned to work half-days.

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Prof. Milton Konvitz delivered the annual Horace M. Kallen lecture at the New School for Social Research in New York Nov. 16.

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Prof. Jesse Carpenter now has an office in Room 40 (with Prof. Tolles); Mrs. Joan Monson is secretary to both.

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Prof. Ralph Campbell spoke to the Buffalo Chapter of the American Institute of Banking November 15 on "Management Development: Whose Responsibility?"

Prof. John Brophy, Robert Risley, Harrison Trice and grad students Al Bella, George Daniel, George Hart, Gopal Rath and Tom Shepherd attended the Central New York Personnel Conference in Syracuse Nov. 10.

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Students of Prof. Brophy's Industrial Education seminar interviewed the education committee of the Central Labor Union in Binghamton Nov. 9. Prof. Harlan Perrins of Extension made trip arrangements.

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Prof. John Brophy will attend a meeting of the American Vocational Association in Atlantic City Dec. 8 and 9. He served as adult discussion leader at the Campus Conference on Religion Nov. 12-13.

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Prof. Harrison Trice is currently teaching an eight-week course in Human Relations for Ingersoll-Rand Co. in Painted Post.

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We have received word of the marriage last Aug. 26 in Talara, Peru, of Jose Tamayo, former ILR student, to Miss Cynthia Larson of Weston, Conn. Tamayo is an industrial relations supervisor with the International Petroleum Co., a subsidiary of Standard Oil of New Jersey, in Talara.

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Prof. and Mrs. Arnold Tolles were guests of the Federation of the Cornell Men's Club Homecoming weekend.

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The Keith Normans are parents of a son, Kelvin, born October 21 in Cambridge, Mass; weight 7 lbs. 14 oz. Keith was a former ILR grad student; Stella worked in the Audio-Visual lab.

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Rudolph Corvini attended the annual meeting of the American Society of Personnel Administration in Chicago last month. ILR alumni Jack Culley and Dalton McFarland were also present.

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Prof. John McConnell spoke Nov. 14 at the New York State Welfare Conference in Buffalo.

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Prof. Alpheus Smith of Extension has been advised by an official of the Union Bag and Paper Corp, that he is being sent, with their compliments, two sets of boxes for Christmas gift packaging. Last spring Prof. Smith helped teach a five-day program on "Techniques of Management Coaching" for Union Bag executives.

WOMAN OF THE MONTH

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The wonder is that Katherine Anderson of Human Relations staff ever got any schoolin' at all - let alone ending up at Cornell as secretary to a psychiatrist.

For a while it was touch and go whether Katherine would be considered a Buckeye, a Mountaineer, or a Wolverine. Born in Kenmore, Ohio, she moved to West Virginia (where she started school), then to Michigan for a year, and back to Ohio, this time Akron, where she did manage to finish junior high. The Empire State finally won out - Katherine's father finally decided to settle here. Katherine entered and graduated from Ithaca High, though the family lived in nearby Slaterville Springs.

At age 19 she married Bill (now a driver for Crispell movers), whom she met while swimming at Buttermilk State Park. The couple first lived in Newfield where her two oldest, Betty, now 18, and Billy, now 14, were born. Nos. three and four, Dick and Lois, respectively, were born in Ithaca.

Katherine and her husband built their present home on the Bundy Road literally block by block -- and it took just 1600 to complete the cellar. Katherine pounded nails, laid floors; and friends helped out on weekends. By October of 1950 the family moved into the shell of the house--a four-bedroom ranch type.

Katherine's entrance into the business world is a story in itself. It began innocently enough with Katherine acting as chauffeur to her sister-in-law's job hunting. After several two-hour stops while her relative was tested and interviewed, Katherine, tired of waiting, decided she too might as well be tested. She was tested (typing slowly but surely at the rate of 14 words per minute with no errors) and was informed by the company personnel director that she should enter the world of typewriters and pencil pushers. Forthwith she was interviewed by the State College personnel officer, ushered into ILR and hired on the spot for a spot in the School's distribution center. All this without the knowledge and consent of her husband or of year-old Johnny.

A year ago Katherine joined the Human Relations gang in the Quonset Hut as secretary to Dr. Burling. She loves her job and when interviewed she was busily transcribing notes from her boss' recent conference on Industrial Mental Health.

Occupied as she is getting her own crew under way mornings, Katherine finds time to pick up four ILR'ers and bring them to school: Almina Leach (a neighbor), Emogene Stanton, Eleanor Fairbanks, and Elaine Freeman.

Before she moved to the country Katherine was active in community affairs: she served as president and vice president of Henry St. John P.T.A. and was chairman of the Woodside Home Bureau for seven years.