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For Our Information, November 1950, Vol. III, no. 5-6

ILR School, Cornell University

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For Our Information, November 1950, Vol. III, no. 5-6

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.

A REMINDER

Thanksgiving Recess begins at 12:50 P.M. Wednesday, November 22.

Social chairman Marten Estey announces plans for a pre-Thanksgiving party for IIR faculty, staff, and graduate students, date to be announced. The steering committee consists of Jean Burnham, Gardner Clark and Herb Hubben.

ILR PREPARES NEW TRAINING MANUAL

A conference of training specialists representing education, government, and industry gave ILR School "go-ahead" approval October 23 on a proposed manual on developing written instructional materials.

According to Professor Lynn A. Emerson, Director of the ILR Instructional Materials Lab, the manual is now under preparation and will represent one of the School's contributions to the national defense program.

"The objective of the manual is to pull together between two covers the essential procedures and practices involved in developing master copy for written instructional materials," Professor Emerson states.

It is expected the manual will be useful to persons concerned with developing written instructional materials for a wide range of organized educational programs.

Working with Professor Emerson on this project are Professor J. James Jehring and graduate students William Becker, William Diefenbach, Donald Marrer, Thomas Paolucci and Herbert Zollitsch.

"For Our Information" is issued by the Public Relations Office, Room 7, for the information of all faculty, staff, and students of the New York State School of Industrial and Labor Relations, Cornell University

*
* A GUIDE TO *
* CAMPUS SHOPPERS *
*

Did you know that fine quality apples, cider, eggs, honey, dairy products, poultry, fresh meat cuts, potted plants and birdsong records may be conveniently obtained right here on the campus by any ILR student or staff member?

And that University employees may procure reasonably priced auto accessories and other supplies? As many ILR'ers seem unaware of these purchasing opportunities, we are listing for your convenience places on campus where various products are obtainable.

APPLES AND CIDER - at packing shed in apple orchards along Route 13 beyond beef cattle barns. Many varieties, sometimes you can pick your own wind-falls at 50¢ a bushel. Cider in quarts or gallons - or bring your own container. Open 8-4 M-F, 8-4 Sat.

AUTO & OTHER SUPPLIES - (for University employees only) at College Stores on Route 13. Ask to see their 1950 stock list. Items often at reduced rates. Open 8-4:30 M-F

(Continued on page two)

BIRDSONG - TOWN CALL RECORDS - at Comstock Publishers, 124 Roberts Place. Authentic record albums prepared by C.U. Ornithology Department, Open 8:30-5:00

BUTCHER SHOP ITEMS - in Animal Husbandry Department in ~~Wing~~ Hall. Fresh cuts from beef, pork, lamb. Fine quality. Open 10:30-12:00 and 1:00-5:00 M-F, 10:30-12:30 Sat.

DAIRY PRODUCTS - at Creamery in Dairy Industry building at Tower and Judd Falls Roads. Many tasty delights, including experimental ice cream treats. Currently open 7 a.m. to 10 p.m. Mon. - Sat., 7 - noon Sunday. Hours subject to change with season.

EGGS AND POULTRY - in Rice Hall. Including gobblers. Open 8:45-4:00 M-F, 8:45-12:30 Sat.

FLOWERS AND PLANTS - at floriculture greenhouses near end of Tower Road. At present African violets, geraniums, and a few marigolds are available. Open 8-12 and 1-5 Mon. thru Sat.

HONEY - in basement of Comstock Hall. In 5-pound pails. Open 9-5 M-F.

OTHER SERVICES: Portrait-Photography service in Sage Hall, first floor, 8:30-5:15 P.M. M-F. Child Nursery at Van Rensselaer Hall, but long waiting list.

Any we've missed? Please let us know.

WHAT ILR GRADUATES ARE DOING

Francis (Bud) Curry '50, is assistant secretary of the Building Industry Employers Association, Rochester.

Joseph Fisher, '50, is with the Price and Cost of Living Department, Bureau of Labor Statistics, Washington, D.C.

Sam Goetz, '50, has recently been promoted to training director of Personal Products, Johnson & Johnson, New Brunswick, N.J. Goetz was formerly in J&J's personnel department.

Mary Lou Dappert, M.S. in ILR '50, has accepted a position as trainee in the industrial relations division, E.R. Squibbs & Sons Co., New Brunswick, N.J. She will begin work November 27.

Mark Haskell, M.S. in ILR '50, is employed as economist with the Bureau of Labor Statistics, U.S. Department of Labor in New York City.

Ruth Singer Kobrin '49 and Ray Kobrin '50 report new jobs. Ruth is working as market research and statistics analyst for Dumont Television network; Ray is personnel assistant for Lily-Tulip Cup Co.

Mrs. Margaret S. Groat, M.S. '48, (formerly Margaret Schaefer) is a member of the Board of Visitors at Creedmore State Hospital. Mrs. Groat lives in Floral Park in Queens.

RESERVIST POLICY FURTHER REFINED

The following policies will be of interest to many ILR students who are in the reserve category: The Army has taken some more of the uncertainty out of its reservist call-up policy. It announces (1) that it is calling up no more enlisted reservists involuntarily except for 1,800 medical men and 433 counter-intelligent men, and (2) adoption of a point system weighted in favor of dependency considerations and prior military service to govern future recalls and priority of discharge for those now on active duty. Commissioned officers and National Guard members call up by units are not included in the point system.

ILR FACULTY TO ATTEND AVA MEETING IN MIAMI

Professors C. Kenneth Beach, John M. Brophy and Lynn A. Emerson will attend the annual meeting of the American Vocational Association November 27 - Dec. 2 at Miami, Florida. Headquarters for the meeting will be at the Everglades Hotel.

Professor Beach will serve as a member of the AVA Advisory Council and as president of the National Association of Industrial Teacher Trainers, has been responsible for preparing the program for this organization.

Professor Emerson will give a speech on "Overview of Technical Training of Post-High School Level; will be a panel member discussing terminal education in the section on junior colleges; and will moderate a session of the American Technical Education Association meeting.

ILR STAFF ORGANIZATION ELECTS OFFICERS

At a meeting of the ILR Staff Organization on October 24 the following officers were elected: Chairman, Jean Burnham; Secretary, Jerry Rounds; Liaison Committee, Doris Stevenson, chairman, Carmine Yengo, Mary Kay Sullivan.

Advisory Committee, Paula Ross, chairman, Alice Duberman, Frances Reddick; Program Committee, Camma Young, chairman, Dorothy Winokur, Anna Curran;

Recreation Committee, Lily Ann Newbury, chairman, Hazel Cleary, Judy Warner; Education Committee, Lee Reisman, chairman, Monica Daly, Ann Macaluso; Members-at-large, Lynne Flack, Norma Merdes

PROFESSORS FERGUSON & TOLLES ATTEND ECONOMICS CONFERENCE

The Central New York Economics Conference held its fall meeting at Willard Straight November 4 and 5. Professors N. A. Tolles served as president for the session, while Professor Robert H. Ferguson acted as secretary-treasurer. Professor Tolles made the opening remarks before approximately 50 economists from Champlain, Clarkson, Colgate, Harpur, Hobart, Ithaca, R.P.I., Rochester, St. Lawrence, Syracuse, Union, Utica, and Wells.

GRAD STUDENTS PREPARE HANDBOOK FOR WATERVLIET ARSENAL

An "Ordnance Inspection Training Course Handbook" covering the production of cannons and their components, was written last summer by grad students Lewis Abrams and former grad student Charles Rohmann. Assigned as information and research clerks at the Watervliet Arsenal as a part of their summer work-training, the students, after a period of orientation prepared the two-inch thick manual with the help and cooperation of the arsenal staff. Amply supplied with charts, the handbook describes methods, procedures, and curricula to accomplish the required training of ordnance inspectors at all levels.

PROF. NEUFELD CONDUCTS EXTENSION CLASS FOR ILR STAFF

An extension class in Labor Union History began October 18 for members of the ILR Staff Organizations and guests. Professor Maurice F. Neufeld is conducting the nine-week course which aims at giving the group an idea of the institutional framework and development of the American labor movement.

Approximately thirty staff members are attending the course, held each Wednesday at 3 in the staff lounge. Professor Neufeld states that he considers the class one of the most interested and intelligent groups he has ever taught.

ACCOLADES FOR PROF. THURBER'S "OUT OF WORK"

From New York to California have come many letters praising Professor John Thurber for his highly readable "Out of Work," published in September as Ext. Bul. No. 6.

Perhaps the finest letter received came from Harry O. Page, Deputy Commissioner of the State Department of Social Welfare, Albany. Mr. Page writes:

"I have just completed a reading of your bulletin "Out of Work" and I want you to know that I think it is the finest thing of its kind I have had the pleasure of reading. In the first place, I like it because one doesn't have to be a college graduate to understand it; secondly, its advice on resources is most practicable and complete, and thirdly, the style in which it is written is free from any of the hysteria or tension which, all too frequently, accompanies advice to the unemployed."

During October more than 1500 copies of the bulletin were distributed to interested individuals, schools, libraries, placement and unemployment offices, public and private social agencies, labor and management organizations.

Many residents of Buffalo have requested a copy after reading of the bulletin in a Buffalo Evening News story, which oddly enough failed to mention the title of the publication. As a result, requests from that corner of the State have given varied names for the bulletin, ranging from "Dr. Thurber's unemployment" to "Find My Work and Making Ends Meet."

ILR GRAD STUDENTS HOLD FALL ELECTIONS

The ILR grad student election committee of Fred Golub, Charles Meyer, and Jake Seidenberg were in a dither Election Day, October 16. Four men - Chris Argyris, Gene Everhard, Herb Hubben, Bob Raimon -- were nominees for election as president of the Graduate Students Council and when all ballots had been counted none had received the required majority of the 59 votes cast.

But it didn't take the smooth-functioning committee long to decide on a run-off election between Everhard and Raimon, recipients of 24 and 17 votes respectively. In the run-off Everhard won, 29 to 20, and takes the gavel from retiring president, Jake Seidenberg.

Garnering 42 out of 60 votes, Gladys Waltcher was swept in as secretary of the organization. Bob Elias, grad assistant to Professor Ferguson, was elected liaison representative on placement affairs to the Student Personnel Office.

Ed Ritterhouse becomes student representative to the faculty graduate committees, and the voting for the Social Committee was so tight that the election committee decided all three nominees -- Betty Foye, Bob Mulcahy, Ed Wallace -- would handle social responsibilities for the coming year. At a graduate council meeting held the preceding week, Joe Gallagher and Ed Wallace were elected by acclamation to the Athletic Committee.

PROF. JEHRING COINS NEW WORD - "FILMOGRAPHY"

A recent issue of "Business Screen" contains the following item: "A good friend of proper film utilization and of "Business Screen" is assistant professor J. James Jehring at Cornell's School of Industrial and Labor Relations. He suggests broadening the term "filmography" as a properly descriptive word to cover film title and source references. In the spirit of this suggestion, we're at work on "filmographies" of the printing and publishing industry, on atomic defense and home security, and for civic and municipal government film programs."

NINE NEW GRAD ASSISTANTS APPOINTED SINCE SPRING TERM

Since June the following graduate students have received assistantships in various ILR departments:

Lewis Abrams - Manhattanite, received B.S. at CCNY last January. Majored in social sciences. Spent 1½ years in Army as classification technician and occupation counselor; worked summers as camp counselor and in resort hotels. During January-June 1949 did market research for Stewart-Dougall & Associates. This past summer worked at Watervliet Arsenal preparing training program for ordnance inspectors MS in ILR candidate. Assistant in Statistics Lab. Hobby, classical music. Married, he and Elly reside at 116 Osmon Place.

Robert W. Carney - from Sidman, Penn. Received B.S. in business administration at Kent State University in 1949, magna cum laude and Phi Beta Kappa. Has worked as short-order cook and waiter, drill-press operator, assistant manager of L&P Stores in Beaverdale, Pa., and as student counselor and substitute teacher at Kent State. Three years' Air Corps experience as radio operator, photographer, and liaison pilot. A major hobby is roller-skating Sunday afternoons with wife Beverly. Assists in ILR library - handling reference requests from people outside school and developing a brochure for library.

Robert Christie - Philadelphian. Received B.A. in history at Swarthmore College in 1949. Spent a year of graduate study in Department of History at Princeton. Prior to war worked a year on E.G. Budd Company conveyor line and another year at open hearth furnaces in Midvale Steel Company. After three years in Marine Corps, worked briefly as construction laborer before resuming studies. Played varsity football and lacrosse at Swarthmore. Assists Prof. Neufeld in preparing a critical bibliography of sources for a projected work on the history of carpenters' union.

Jack Culley - from Michigan City, Indiana. Received M.S. in ILR at ILR School in 1949, B.B. at Grinnell College in 1948. Also attended National University of Mexico and Universities of California and Cincinnati. Has been special assistant to plant manager in personnel and labor relations at Portis Style Industries, Chicago men's clothing manufacturer; clerk with Royal Metal Manufacturing Company; meteorology instructor at Mather Field Air Navigation School. Major in active reserve of USAF. Has been teaching in Allegheny College since leaving ILR in 1949. Hobbies include all sports, woodworking. Ph.D. candidate. Assists Extension Division in preparing instructional materials.

Joseph Dye - from Anderson, Indiana. 1950 graduate of Indiana University where he was student member of board of directors of Indiana union. Majored in political science. Experience includes daytime management of service station, nighttime work for GM, clothing salesman, and 340-acre cattle farm manager. At Indiana University assisted R. V. Peel, present Director of the Census, with research in the determination of senatorial voting blocs. Hobbies include golf, horseback riding, and collecting classical records. MS in ILR candidate. Assisting Professor Carpenter with (a) research on early history of voluntary arbitration and (b) "Survey of Industrial and Labor Relations" course.

Karl O. Mann - from Chevy Chase, Maryland. Received his B.S. in Economics at American University; M.S. at University of Wisconsin. Experience includes 27 months with Army Infantry and a year in Baltimore as sugar spinner with American Sugar Refinery Company, machine molder with American Radiator and Standard Sanitary Corporation, and office methods observer with Black & Decker Mfg. Co. Ph.D. candidate. He is currently assisting Professor J. Gormly Miller, ILR Librarian, with preparation of a reference bulletin on personnel administration.

Dalton E. McFarland - from Hancock, Michigan. Has B.A. from Western Michigan College of Education; M.B.A. from University of Chicago. Most recently was assistant professor of personnel relations at Michigan College of Mining and Technology. Has worked as bookkeeper, account collector, bank teller, and as labor relations staff assistant at Allis-Chalmers. During war advanced from yeoman, second class, to Lieutenant (j.g.) in Navy; served as deck officer in 7th Fleet amphibious forces, as personnel officer of an LST flotilla staff. Participated in invasion of Borneo, occupation of Korea. Married, Ph.D. candidate, father of two boys. Hobby: stamp collecting. Assists Professor Tolles with "The Corporation" course.

Marie-Louise Paternoster - From Queens Village, N.Y. June 1950 graduate of Mount Holyoke College; majored in economics. Has worked summers in general office work for corporation lawyer. Spent summer of 1949 at Hudson Shore Labor School, summer of 1950 as student interne Office of Labor Advisors in Economic Cooperation Administration, Washington. All-around sportswoman - likes swimming, roller skating, ice skating, mountain climbing. Assists Lee Eckert in development of the ILR Library's Labor-Management Documentation Center.

Harold Ross - from Brookline, Mass. Received B.S. in Economics from Wharton School at Penn last February. Member of Beta Gamma Sigma, national business school honorary society. Has worked part-time as sales clerk, cashier, and supervisor in department store and as swimming pool manager. Gave talks on current events to infantry regiment while spending 18 months with the Army in Korea. This past summer worked on ILR Auburn project. Married, wife Grace working at Home Ec. Softball and tennis among hobbies. Assists Professors McKelvey and Mullady in collective bargaining.

BRIEFS FROM DEAN CATHIERWOOD'S ANNUAL REPORT

There were 134 undergraduate and 14 graduate students during 1945-46, the school's first academic year. (This term there are 304 undergraduates and 78 graduates).

By virtue of its experience, maturity, and interest in developing professional competence, the ILR student body continues to serve as a stimulating challenge to the School.

The School has assumed an important place in the educational structure of the University through an increase in out-of-college registrations from 24 during the academic year 1945-46 to 622 registrations during the past academic year.

The School's 1950 graduates are entering a relatively favorable job market, and the majority are being placed in worthwhile employment.

Graduates of the School now number 316 individuals. An alumni organization is developing. There is real recognition that alumni of the School can perform important placement referral and public relations services.

The ILR Library is devoting special attention to developing the foundation for a Labor-Management Center of documentary and source materials.

Major formal programs conducted by the Extension Division in its fourth year of operation totaled 229. This expansion of activities reflects growing demands for adult educational services from labor, management, governmental and educational groups alike.

PEOPLE ARE WONDERFUL

Plant superintendent Ed and Mrs. Sheldon have decided to live the simple life - they have sold their Freeville farm and household goods and have moved into a three-room trailer (with an added room) in the Varna trailer camp. Mr. Sheldon expresses himself as completely satisfied with trailer-life and appreciates the fact that he lives near enough to go home for a warm noon meal.

Sidelight of the Yale-Cornell game - hardworking grad students Ralph Tuch and Mike Lysak selling cokes in the Crescent. At one point Ralph inquired what the score was -- was so busy he couldn't keep track.

John Riihinen of the Materials Laboratory expects to be inducted into the Army November 17. He will report to Ft. Devens, Massachusetts.

Jean Burnham, secretary to Robert Risley, attended the Hamilton-Oberlin football game at Clinton Saturday, October 22.

Mrs. Hazel Cleary, a native of Massachusetts, has recently joined the IIR staff. She attended Lawrence (Mass.) high school and Pierce Secretarial School in Boston. With experience gained with IBM machines at a New England woolen mill, she is doing statistical work for Professor Aronson of the Research Division. In her spare time she assists Lily Newbury in the "pool." At home she is kept busy with her year old boy and three-year old daughter. Husband Neil is a third-year law student.

Publication notices of Professor John Brophy's research bulletin "Training in New York State Industries" appeared in English, French and Spanish in the June issue of the "International Labor Review."

Maryrose and Bob Alexander spent the weekend of October 22 with Joyce and Britt Bixby at Joyce's home near Troy, Pa.

IIR conference hostess Lynne Flack attended homecoming weekend October 28 at her alma mater, William Smith College, in Geneva.

Professor Lynn Emerson spoke October 19 at the University of Pennsylvania on "Post-Secondary Vocational Education" before a group of graduate students and educators. He is also preparing an article for "Educational Outlook" on the same topic.

Ann and "Mac" Macaluso are now on wheels - their long-awaited new blue Chevy has finally arrived. It is the twin of John Windmuller's identical Chevy. Mac broke in the new car by driving to Washington last week.

Bernie Naas of the library staff is constructing a room, size 10 x 20, from a large glassed-in porch on his lakeside home. Begun last summer by two professional carpenters who left the job to enter school, the project has been taken over by Bernie.

Mary Hollenback of Student Personnel left IIR the last of October. She and her husband are returning to Mary's home in Seattle where she plans to work for the federal government.

Sydelle Rosenberg, newcomer to the Student Personnel Office staff, replaces Eleanor Goodman in working with undergraduate student records and registration. Sydelle spent her childhood in New Jersey where she attended secondary schools. Moving to Philadelphia she attended Temple University for 2½ years and did personnel work for R.C.A. She has also worked in Chicago as assistant personnel manager for a small company.

Eleanor Goodman, along with ILR graduate student records, is now housed in an office of her own.

Dean M. P. Catherwood spoke before members of the Rochester Rotary Club on Tuesday, October 31.

Ethylene Lewis, secretary to Professor Konvitz, spent several days in Washington last week visiting husband Walt and her sister and brother, both students at Howard University.

Reading through a Liberal Party campaign flyer the other day, Professor John Thurber of Extension was surprised to find his name in a list of 14 prominent supporters of the party that included Adolf A. Berle, Jr., Rev. Reinhold Niebuhr, and David Dubinsky.

Harold Ross with passenger Jake Seidenberg experienced difficulty in returning Sunday night, October 29 from a week-end in Philadelphia. In addition to a heavy fog which reduced speed to five miles an hour, they also encountered innumerable detours.

Professor C. K. Beach, aided by graduate student Bill Slayman, has just completed a report on years of service of the Boards of Directors in corporations affiliated with the Johnson and Johnson organization in New Brunswick, New Jersey. The report is being turned over to J&J officials for their use.

Merlyn S. Pitzele, labor editor of "Business Week," writes as follows of the October 1950 ILR REVIEW: "...will satisfy even the severest critics. I think it was a superb job, setting high standards. Please convey my congratulations to Konvitz and others responsible for a magnificent issue of the REVIEW."

A picture of the winners of the Father William J. Kelley Scholarship, taken at the student convocation in September, appeared in the October 15 issue of "Electrical Union World," house organ of Local 3, International Brotherhood of Electrical Workers. Shown in the picture taken by Professor J. J. Jehring were scholarship winners Frank Mason, Jr., and John J. Mahon, Dean M. P. Catherwood, Director of Student Personnel C. A. Hanson, and scholarship committee chairman O. K. Beach.

Graduate assistant Herb Hubben spent a week recently at the Argonne Laboratory, Chicago in connection with research for his doctor's thesis.

Lee and Eli Reisman will be chaperones at Tau Epsilon Phi fraternity during Colgate weekend, November 10-12.

Jerry Rounds of Materials Lab recently received some pointers on weddings - he acted as an usher at brother Ralph's wedding Saturday, October 28.

Stuart Merz '52 and Roger Chadwick '52, both ILR students, were elected president and vice president respectively of Aleph Samach, junior honorary society. Membership in this society is based on extra-curricular activities.

Ralph Dona '50 was a recent visitor at ILR. He is employed as an underwriter for the Farm Bureau Mutual Automobile Insurance Company with all of western New York as his territory. Ralph and family live in LeRoy, N.Y.

An article entitled "Pioneer School Fosters Labor-Management Understanding" appears in the October 1950 issue of "The Monitor," official publication of Associated Industries of New York, Inc. Prepared by the ILR Public Relations Office at the request of the editor, the article describes our school's program and public services.

Born to Mr. and Mrs. Donald Gleason October 7 a son, Gregory; weight 8 lbs., 6 oz. Don, ILR '48, is with the industrial relations department of Westclox Division of General Time Corporation, LaSalle, Ill. Flo was formerly secretary to Dean Catherwood.

A letter from Dick Goldstein '49 to Professor Jean McKelvey reports on life at Yale Law School: "I think this is a wonderful school and am very happy to be here. For intellectual stimulation, I don't think it can be topped. The outstanding feature of this law school is the remarkable student body. More than being just a highly intelligent group of young men and women, the student body is varied, keen, ambitious in a sensible way, and possessed of very high academic standards. In other respects, the law school is also top-notch. On the whole, the faculty is outstanding. The extra-curricular activities connected with the school - such things as legal aid, journal, barrister's unions, public defender work - offer more in the way of practical experience than that given by any other law school...My marks were sufficiently good to allow me to compete for the law journal this year. While it is a great deal of work, I think the training one obtains in legal research and writing is well worth it. At present I am writing a note on a civil rights case and hope to have it ready for publication - assuming I survive the competition - within a few months."

An article entitled "Construction and Analysis of Achievement Tests" by ILR grad assistant Dalton E. McFarland has been published in the June issue of the "Journal of Engineering Education." Pointing out methods of evaluating and of increasing the validity and reliability of achievement tests, the article should be helpful to anyone faced with the problem of preparing classroom tests.

Len Adams, elder son of Professor Leonard Adams, is recovering satisfactorily from a hernia operation performed at Tompkins County Memorial Hospital November 1. Not too long ago, Len was sporting a cast on a broken arm.

Doris Stevenson of fiscal fame spent this past week-end visiting her mother in Olean, and her sister and family in Bradfield, Pa.



WOMAN OF THE WEEK

That Mrs. Addie Tracy is a woman of consequence is evidenced by the fact that she has two desks at ILR - one on the top deck and one on the lower level. As "promoter" for the ILR "Review", her thinking desk is in Room 4; whereas her "work" desk is located in Room 45, Distribution Center.

Addie has taken over the promotion and circulation of the "Review" in addition to supervising the Distribution Center where requests for bulletins and pamphlets of the School are processed.

Addie returned to Ithaca a year ago and in that short time has the distinction of having lived in three different places. Last month, with her daughter, Marie, she moved to an apartment in the newly-constructed Pine Hill Apartments on Triphammer Road. During her school days Addie commuted between Ithaca and Florida. She would start school in Ithaca in the fall, later transfer to Florida school and return to Ithaca in the spring. For this reason New York State regents examinations were a nightmare to Addie each June when she returned to Ithaca. Upon graduation from Cornell with a B.S. in education, her first job was teaching home economics in a private school for indigent girls in New York City; however the school was abandoned at the end of the year. Her next venture was in the publishing world when she became editorial assistant on a trade paper at McGraw-Hill Publishing Company. At this point Addie married and spent the next few years in domesticity on Long Island.

When daughter Marie was partly grown, Addie returned to New York City as general factotum for the Champagne Agency; moved on to Connecticut where she edited a house organ for a tile roofing company; later worked for Telecoin Company which installs Bendix washers, and completed the circuit by returning last fall to Ithaca.

Daughter Marie, who formerly attended Keuka College, this year works in the University Library.

Ably assisted by Norma Merdes, Addie reports a landoffice business in the Distribution Center with more than 6500 bulletins going out last month.

- - -

GRAD STUDENTS HOLD LIVELY OUTING

For grad student Bob Carney, Sunday a.m. of October eighth was a dreary, drizzly, and somewhat disheartening morning. He and his able committee had worked hard planning the annual "get-acquainted" picnic scheduled that day for old and new ILR grad students.

Would rain spoil it all? Committee members Ed Beal, Carmen DelliQuadri, Fred Golub, Charles Meyers, Bob Mitrani, Bob Mulcahy, and Pat Paternoster hoped it wouldn't. Fortunately the drizzle stopped and 70-some grad students and guests showed up at Enfield to enjoy a lively though damp afternoon of food excellently prepared by Maitre d'Ed Wickersham, hiking, and football.

DO NOT FORGET!!

To attend the Thanksgiving Party
for
All ILR faculty, staff, and graduate
students

WHEN? Tonight at 8 o'clock

WHERE? at Ide's Drome on Judd
Falls Road
Admission free

Vol. III, No. 6

November 21, 1950

A Happy Thanksgiving to All — —

TO ALL MEMBERS OF THE NEW YORK STATE SCHOOL OF INDUSTRIAL & LABOR RELATIONS

Subject: Thanksgiving 1950

We in America have much to be thankful for, even if we live in a troubled world where there are many threatening signs of another global war.

We can be thankful we live in a land blessed with human and material resources sufficient to provide the basis for an adequate and constantly improving standard of living.

We can be thankful that we have freedom of speech, freedom of assembly, freedom of enterprise and freedom of worship.

We can be thankful that we have the opportunity to use these freedoms together with our human and material resources, not only for our own satisfaction but also for constructive world leadership.

"For our Information" is issued by the Public Relations Office, Room 7, for the information of all faculty, staff, and students of the New York State School of Industrial and Labor Relations, Cornell University

Sincerely,

A.P. Catherwood

Dean

MISS FRANCES EAGAN APPOINTED RESEARCH ASSOCIATE

The appointment of Miss Frances Eagan as Research Associate at the School effective November 16 has been announced by Dean Catherwood. Miss Eagan will work on the preparation of school publications under the director of Leonard Adams, Director of Research.

A native of Port Jervis, Miss Eagan holds an A.B. and M.A. in English from Cornell and did graduate work at Columbia. Upon graduating from Cornell, she served for a year as assistant to the Dean of Women at Cornell and as assistant to the Alumni Representative for the following three years. Miss Eagan then was employed as special assistant in Acquisition and Periodicals in the New York Public Library. She moved to Philadelphia where she taught English at the Springside School for two years.

In 1936 she came to Cornell to serve as secretary to former Cornell presidents Livingston Farrand and Edmund Day.

NEW EXTENSION BULLETIN AVAILABLE

"Improving the Supervision in Retail Stores," (Ext. Bull. #7), was made available recently by the School. Prepared by Professor Paul J. Gordon, the bulletin is a case study of the research and methods involved in setting up a supervisory development program for a retail food market chain.

The study represents many months of cooperative effort among members of the School staff and representatives of Loblaw, Inc., a retail food market chain in New York State operating 128 stores and employing about 2,500 people.

It is hoped that this study may provide a working pattern for supervisory training in human aspects of supervision, not only in the giant foods store industries which employ a working force of millions, but also in other types of decentralized retail and service operations.

The bulletin offers the reader:

1. A twenty-page summary of the steps involved in analyzing training needs, setting up and operating a supervisory development program tailored to suit Loblaw's.
2. Opportunity to review a program used in one company, but flexible enough to be re-oriented and tailored to fit the specific training needs of other retail organizations.
3. Discussion guides for the conference leader to use in planning a series of nine meetings with retail supervisors on human aspects of supervision.
4. An account of the three-day institute at which the conference method was used to train 17 district supervisors as conference leaders so that these men could carry on the program within the company.

The appended conference outlines for the conference leaders were prepared by Gordon in cooperation with S. S. Santmyers, Training Consultant of Lockport, N.Y. Santmyers acted as conference leader throughout the first round of meetings for top and middle management.

Copies of this bulletin may be obtained from Mrs. Tracy or Mrs. Merdes in the Distribution Center, Room 45.

DEAN CATHERWOOD SPEAKS IN PHILADELPHIA

On November 15 Dean M. P. Catherwood spoke on "Applied Research in Personnel Administration" before the fifth annual industrial relations conference of the Philadelphia Chamber of Commerce. Others appearing on the program included Dr. George Taylor of the University of Pennsylvania, Professor John Dunlop of Harvard, and Professor E. Witte Bakke of Yale.

ONE-DAY CONFERENCE HELD FOR UNION EDUCATION DIRECTORS

The Extension Division of the School conducted an informal one-day conference at Statler Hall for Union Educational Directors on November 13. Conferees discussed the relationship between the Extension Division and Union Educational Directors and ways in which the Division may help meet union education needs.

In addition to its programs for management and community groups, the School conducted 91 courses and two institutes for unions during the 12-month period ending June 30.

Among those attending were: Russell Allen, International Brotherhood of Paper Workers, AFL; George W. Brooks, International Brotherhood of Pulp, Sulphite and Paper Mill Workers, AFL; Benjamin Blackwood, United Auto Workers, CIO; Frank Klein, Transport Workers Union, CIO; Paul Krebs, United Auto Workers, CIO; Alfred Mackie, International Brotherhood of Electrical Workers; AFL; Donald J. O'Connor, International Association of Machinists; and John Slocum, Amalgamated Clothing Workers of America, CIO.

IIR GIRLS FORM BASKETBALL TEAM

The sports-minded girls of IIR have formed a basketball team which has been entered in the Ithaca city girls' league. They are slated to play their first game tonight against the Independents at the High School gym. Members of the squad include Lee Avery, Ellie Basler, Jean Burnham, Monica Daly, Mary K. Sullivan, Judy Warner, Camma Young, and Ann Myers and Sally Sturges of the Hotel School. Lou Casciotti, who aided in coaching the girls' softball team last summer, is coaching the hoopsters.

CORNELL ALUMNI ASSOCIATION OFFERS MORE CAMPUS BUYS

H. A. Stevenson, manager of the Merchandise Division of the Cornell Alumni Association, sends up a pleasant note calling to our attention that we overlooked in the November 6 FOI the various gift items available in the Merchandise Division.

These items include Cornell Wedgwood Chinaware, records of Cornell Glee Club, Band, and Chimes, a Cornell songbook, two books "Our Cornell" and "Behind the Ivy," and gift subscriptions to Cornell Alumni News.

Most of these items are displayed just outside the Alumni Lounge on the fourth floor of Administration Building and may be purchased in Room 541 of the same building.

ELLEN BASLER TO WED BOB DUFLOCQ '50

Mr. and Mrs. W. Richard Basler of Elmira announce the engagement of their daughter, Ellen Basler of 202 College Ave., to Robert Duflocq of Bayside, L.I.

Ellen was graduated from Elmira Free Academy and Jean Summers Business School. She is secretary to Professor Lynn Emerson.

Duflocq was graduated from Bayside High, served in the Navy for two years, and graduated from IIR last June. He is employed by the Champion International Paper Co. in Lawrence, Mass.

The wedding will take place in the early Spring.

FIVE IIR STUDENTS CALLED INTO MILITARY SERVICE

To date five students have been called to military service. They are: Herbert Hern '51, Matthew Lawlor '52, Charles Rohmann '51 (graduate student), William Tull '54, and Jack Wright '53. We hope to have their addresses for you in the near future.

FRED GOLUB HOLDS UNIQUE "HALFTIME" ASSISTANTSHIP

When grad student Fred Golub was awarded a special 10-hour assistantship last summer, he became the only "halftime" assistant in the School. He is assisting Professors J. Gormly Miller, John Brophy, and Reference Librarian Brad Shaw with a revision of ILR Ext. Bull. No. 1, entitled "Industrial Training - A Guide to Selected Readings."

Recently of Yonkers, Golub received a B.S. in Business Administration this year at New York University, after persevering through seven years of night school. At NYU he sang for six years in the Glee Club and occasionally guest-lectured in several management courses.

During this period Golub was employed in various clerical capacities for the New York Central Railroad. While with the Central he advanced through the Railway Brotherhood of Clerks (AFL) as committeeman; shop steward, vice-president, and (since 1948) president of Local 705 at New York's Grand Central Terminal. He also served as chairman of the Union Organization Committee.

During 1947-1950 Golub was secretary of the Credit Committee and then member of the Supervisory Committee of the Grand Central Terminal Credit & Loan Association.

Golub is a collector of interesting quotations; enjoys handball and other sports. He is expected to be one of the standouts on the ILR grad student basketball team.

DR. JOHN BUTLER RECEIVES ILR PSYCHIATRY FELLOWSHIP

Dr. John Butler of Idaho, the second psychiatrist to receive an ILR industrial psychiatry fellowship, has begun a two-year program of studies and research on the campus and of first-hand training in industrial plants.

Believed to be the first of its kind, the fellowship program is designed to train psychiatrists for the industrial and labor relations field. The project is supported by a grant from the Carnegie Corporation of America.

Dr. Butler is a graduate of the University of Idaho and of Johns Hopkins Medical School. He served his internship at St. Elizabeth's Hospital in Washington, D.C. During the past three years he has been psychiatric resident at Bethesda Naval Hospital and the U.S. Naval Retraining Command in Norfolk, Va.

Married, Dr. Butler has two children -- Janet, 6 months, and Kenneth, 27 months. Reading and music are among his hobbies. Wife Marjorie is a talented musician and interior decorator.

STUDENT-STAFF CHRISTMAS HOLIDAY PERIODS ANNOUNCED

Students will commence their Christmas recess at 10 p.m. Wednesday, December 20 and will return to classes at 8 a.m. Thursday, January 4.

So that ILR staff may observe a short holiday vacation, School offices will be closed Saturday, December 23, through Tuesday, December 26. New Year's Day will also be a holiday.

The ILR Mail Room will be open on Saturday, December 23, and Tuesday, December 26 to cover incoming mail.

BOOK REVIEWS BY PROFESSORS ADAMS AND THURBER IN NOVEMBER "ANNALS"

Book reviews by ILR Professors Leonard P. Adams and John N. Thurber appear in the November issue of "The Annals of The American Academy of Political and Social Science."

Professor Adams reviews Charles R. Walker's "Steeltown: An Industrial Case History of the Conflict Between Progress and Security." Professor Thurber reviews Charles A. Madison's "American Labor Leaders: Personalities and Forces in the Labor Movement."

PROFESSOR CARPENTER PRAISED FOR HIS BOOK

"Employers' Associations and Collective Bargaining in New York City," by IIR Professor Jesse T. Carpenter, receives the hearty approval of reviewer Hugh A. Bone in the November issue of "The Annals of The American Academy of Political and Social Science."

Some excerpts from the review:

"During the five years of its operation the New York State School of Industrial and Labor Relations has done much to fulfill the high expectations of its originators. In addition to training many people for careers in industrial relations and allied fields, the staff of the School is engaged in productive research. Professor Carpenter's study of multiple-employer bargaining units is illustrative of the contributions being made.

"...the book is rich in original, illustrative materials... In general the book will appeal to labor and management officials, labor economists, mediators, and students.

"The layman may find the central portions of the book technical despite the readability of the book, but he will obtain much of the essence by reading the first and final chapters. An excellent appendix, bibliography, index, and topical table of contents will aid the general reader in locating particular aspects of interest to him."

STUDENT PERSONNEL OFFICE IS BUSY MAKING CONTACTS

On November 15 Professor Arnold Hanson, Director of Student Personnel, visited high schools in Rome and Utica as a part of their College Day observance. He interviewed high school students who are interested in coming to Cornell. J. F. McManus of the College of Engineering also attended.

On December 1 Professor Hanson will speak to members of the Oneida Rotary Club on "Education for Work in Industrial and Labor Relations."

Professor F. F. Foltman spent the week of November 6 developing the School placement program in Washington, D.C. People whom he contacted included the manager of the Associated General Contractors and numerous persons in government posts. On Friday of that week the alumni and staff members in the Washington area met for a dinner and discussion session. Eighteen were present including Professors John McConnell, J. E. Morton and Edgar Parsons. They are all doing famously and want to be remembered to everyone at IIR.

Professor Foltman also spoke before a group of Binghamton contractors in Binghamton November 13. He discussed the IIR School, its philosophy and objectives. There is a possibility this group may decide to take one of our IIR graduates to act as labor relations secretary.

STUDENTS AND STAFF ENJOY "OLD CLOTHES" PARTY

Square and social dancing, donuts and cider, and students skits made up an evening of fun November 14 for all faculty, staff, and students who attended the student-sponsored Old Clothes party in the Ivy Room.

A one-hour floor-show featuring impersonations of IIR faculty members was presented by undergraduates with Bill Kay winning a \$5 prize for impersonating Professor Duncan MacIntyre. Others participating were Ray Mack as Prof. Beach, John Marqusee as Prof. Neufeld, Reese Hammond as Prof. Ferguson, Tom Bull as Prof. Foltman, Ned Rafferty as Dean Catherwood, Nick Shatsky as Senator Shatsky, and Don Rodgers as Nick Shatsky.

Lois Bisgeir deserves special praise for her outstanding efforts on the decorations and food committees, chairmanned respectively by Fred Golub and Charles Meyer. Social committee members Ned Rafferty, Barbara Mermelstein, and Bov Haveman, and graduate social committee members Bob Mulcahy, Bette Foye, and Ed Wallace also assisted.

PEOPLE ARE WONDERFUL

Graduate assistants Joe Dye and Jake Seidenberg, and undergraduate Pat McCormick last Friday attended a conference on arbitration at the University of Pennsylvania.

We welcome Mrs. Eleanor Biles who recently joined the staff of the Student Personnel Office. She replaces Mary Hollenbeck as Kathryn Ranck's secretary.

A native of Cleveland, Eleanor attended local schools and later was employed as a stenographer for OPA and the Veterans Administration. She has spent considerable time in Florida and at the Jersey Shore working in resorts. This fits in with the Biles' plans to operate a resort after husband Donald finishes his training at the Cornell Hotel School. Eleanor is kept busy with 2½ year old daughter Leslie Ann and their Belleayre apartment.

Conferees at last month's hospital seminar presented conference hostess Lynne Flack with a rhinestone necklace and bracelet in appreciation of her interest and cooperation in their behalf.

Jack Sheinkman '49 and a Cornell law student is coaching Cornell freshman soccer this year.

ILR grad student wives are well represented in the newly created Tompkins County Mental Health Clinic. A recent issue of the Ithaca Journal pictured Mrs. Shirley Slayman, psychiatric social worker, and Mrs. Renee Argyris, secretary, displaying new play therapy materials.

Monica Daly of Extension has moved in with Jean Burnham in her apartment at 309 Eddy Street. Jean's sister, Kate, who formerly lived with Jean, has returned to her home in Rochester where she is taking a business course.

Doris Stevenson of the Fiscal Office has been busy initiating her new green Plymouth. The week-end of November 12 she visited Senator and Mrs. Irving Ives at their home in Norwich; on Tuesday, November 14 she attended the wedding of a niece in Bradford, Pa.

Endurance - Professor Gardner Clark riding his bike from Forest Home to an 8 o'clock class with the thermometer at 22°.

Administrative Assistant Robert Risley recently participated in a Girl Scout hayride (tractor-drawn). How come? Wife Helen is a Girl Scout leader in Candor.

Vernon Jensen, Jr., 13-year old son of Professor V. H. Jensen, recently had the misfortune to come into violent contact with a thrown horseshoe. Result: stitches in his forehead and under his eye.

The William Whyte family of Trumansburg now owns a 2-month old beagle pup named Benjamin Beagle.

Professor Alpheus W. Smith will speak to the Hammondsport Women's Club, November 30 on "The Million Murdering Cause."

Mrs. Betty Harvey, native of Waterbury, Conn., is the most recent member of the Materials Lab. She replaces Jerry Rounds in supervising supplies, while Jerry takes over John Riihinen's place at the mimeograph machine. Betty last month graduated from the Traphagan Art School in New York and came to Ithaca to join her husband, Norman, a third year Electrical Engineering student.

Professor Milton R. Konvitz recently served as arbitrator for the American Arbitration Association, hearing a contract dispute between the French leather workers and the International Fur and Leather Workers Union at Gowanda, N.Y. He was accompanied by graduate assistants Jake Seidenberg and Ed Wickersham.

Four years after arriving at ILR, Ethylene Lewis, secretary to Professor Konvitz, is taking her leave. She has gone to Washington, D.C. to join husband Walt. She expects shortly to be working for an agency of the federal government.

Recent word has been received from former ILR public relations director Dave Hyatt, now with the Hartford Accident and Indemnity Company, Hartford, Conn:

"All is fine here. Have written five articles since I have been here but am still moving from department to department. I think I know more people in the company now than almost anyone else here. I must now know close to 1000 of the 1500 employes in the home office...I've just about taken the equivalent of a Ph.D. in insurance - spending eight hours a day - five days a week, talking it, reading about it, and being told about it. The vice president who hired me is retiring in January and I'm going to take over some of his duties when he leaves...Ricky is fine and little Caroline is a real little character. She stands on her head every time I come home."

Henry Landsberger, graduate student, will receive a two-day pass from Biggs Hospital in order to spend Thanksgiving with friends in Ithaca.

Several ILR'ers are attending night school at Ithaca High these days - some for pleasure, others for self-improvement. Lee Avery is studying French; Alice Duberman and Paula Ross are taking jewelry making; Ann Macaluso is brushing up on typing and shorthand; and grad student wife Ellie Abrams is taking French and bookkeeping, Renee Argyris, shorthand, and Connie Elias, woodworking.

Lynne Flack appeared in a group picture in the November 18 issue of the Saturday Evening Post. The picture, illustrating an article about Cornell football coach Lefty James, contains pictures of ILR player Jeff Fleischmann and others.

Helen Schaeffer, secretary to Professors Blumen and McCarthy, plans to be married December 11 to Bob Simpson, '50 of Cornell Law School. They will live in the Los Angeles area where Bob is engaged in law practice.

Former graduate student Charles Rohmann writes to Professor Earl Brooks from Camp Breckinridge, Ky as follows: "I have been assigned to the 101st Airborne Division, Headquarters, G-3, section, as a Plans and Training Officer. Our job is mainly to edit training memoranda and plan weekly training schedules. This job certainly is an improvement over the rifle company that I was assigned to during the last war." Rohmann's address is: Lt. Charles H. Rohmann, Headquarters, 101st Abn. Div., G-3, Camp Breckinridge, Ky.

A review of the Book "Shop Safety Education," which Professor J. James Jehring helped prepare, appeared in a recent issue of "Industrial Safety Survey," a publication of the International Labor Organization.

Also listed was our Film Listing in Industrial and Labor Relations, which appeared in "Index to Selected Film Lists," of the Educational Film Library Association.

MAN OF THE WEEK



To be a successful teacher, lawyer, author and editor requires unusual talent, background and capacity for work. Professor Milton R. Konvitz possesses these attributes to an unusual degree. Coming to the School in the summer of 1946, he has taught such courses as American Ideals and Labor Relations Law and Legislation. He also serves as editor of the "Industrial and Labor Relations Review," ILR's quarterly professional journal.

Receiving his B.S., M.A., and Jr. Dr. degrees at New York University, Konvitz went on to Cornell to earn his doctor's degree which he received in 1933. Prior to assuming the role of college professor in 1938, Konvitz was engaged in law practice in Newark, N.J. for five years.

From 1938 until 1946 Professor Konvitz served on the New York University law faculty, public administration faculty, and that of the New School for Social Research. In addition to these duties, he also acted as public representative on the National War Labor Board and as assistant counsel for the National Association for the Advancement of Colored People.

Professor Konvitz is the author of numerous books in the field of law, philosophy, and sociology. Among them "On the Nature of Value," "Constitution and Civil Rights," "The Alien and the Asiatic in American Law." He has co-authored: "The Jews," "John Dewey," "Discrimination and National Welfare," and "Social Problems in America." He has also edited several books including "Freedom and Experience" (with Sidney Hook) and "Essays in Political Theory" (with Arthur E. Murphy)

In addition to his many professional duties and interests, Konvitz is a member of the American Philosophical Association, American Political Science Association, Mind Association, National Council of Rand School, on the Administrative Committee of the American-Jewish Congress, and secretary-treasurer of the Institute for the Unity of Science.

Professor Konvitz, his wife, Mary, and four-year old son Josef live in a spacious home in Forest Home. The walls of his living room are literally book-lined. Books are Konvitz' chief hobby and he measures them by the inch, not by the volume. Of his vivacious son, Konvitz says: "He has the good qualities of both parents and the vices of neither!"

His only criticism regarding his able graduate assistant Jacob Seidenberg is that the women students consult Jake instead of him on class problems.

On Friday Konvitz' newest work will appear -- "Law and Social Action: Selected Essays" by the late Alexander Pekelis, which Konvitz has edited. The work will be published by the Cornell University Press and the New School for Social Research.