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ILR School, Cornell University

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For Our Information, January & February 1952, Vol. IV, no. 7-8

Abstract

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Comments

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January 18, 1952

SCHOOL LABOR ADVISORY COMMITTEE FORMED

Establishment of an advisory committee on labor education for ILR's Extension Division was announced last month by Dean M. P. Catherwood. The committee, composed of leaders in the field of union education, will advise the School on Extension services offered by the School to labor unions.

Included as members are the following international union education directors: Russell Allen, International Brotherhood of Paper Makers, AFL; Emery Bacon, CIO United Steelworkers; Otto Pragan, International Chemical Workers, AFL; Brendan Sexton, CIO United Auto Workers; John Slocum, Amalgamated Clothing Workers, CIO; Mark Starr, International Ladies Garment Workers, AFL; and Lawrence Rogin, Textile Workers Union of America, CIO.

Other members are John Connors, director, AFL Workers Education Bureau; George T. Guernsey, assistant director of education for the CIO; Morris Lushewitz, secretary-treasurer, New York City CIO Council; James H. McKenzie, legislative representative for the AFL Brotherhood of Maintenance of Way Employees; James C. Quinn, secretary, New York City Central Trades and Labor Council, AFL; and Donald J. O'Connor, state educational director, International Assn. of Machinists, AFL. The committee, which held its initial meeting at the School on December 13, may expand its membership later,

TWO FACULTY MEMBERS ARE SABBATIC-BOUND

The celebrated cell-mate team of Professors Jean McKelvey and Maurice Neufeld even take their sabbatic at the same time. Both are slated to be absent from ILR during the second semester.

Professor McKelvey, whose home is in Rochester, is looking forward to staying put and not making weekly trips to Ithaca. She will occupy herself with writing several articles on British arbitration. The only travel she contemplates is to Wellesley College where she is a member of the Board of Trustees.

Right now she is busily engaged in reading proof for the publication "AFL Attitudes Toward Production", which is Volume II in the new series "Cornell Studies in Industrial and Labor Relations." She hopes to get this chore completed before the official start of her sabbatic.

Professor Neufeld, accompanied by his wife, will sail for Italy Feb. 23 on the S.S. Vulcania for a three-to-four months' European visit. For Prof.

(more)

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Neufeld this trip will be an "Italy Revisited" journey. During World War II he was executive officer with the Allied Military Government - Sicily, Naples, Rome and Milan region.

Present plans call for landing in Palermo, Sicily, with a gradual journeying northward with the spring to Naples, Rome, and northern Italy. The Neufelds plan to spend a week in Geneva visiting former Lt. Governor Charles Foletti, finishing up with a six-week stay in England. Professor Neufeld expects to satisfy grievance procedure in Italy.

The Neufelds plan to return to this country about July 15 on the S.S. Media.

IIR TO HAVE ADDITIONS TO TEACHING STAFF

A prominent New York City union official and the son of famed labor historian Selig Perlman both will be teaching courses at IIR this spring.

Morris Iushewitz, secretary-treasurer of the New York City CIO Council, will teach a graduate seminar in "Labor Union Administration". The course will analyze day-to-day responsibilities and operations of the various administrative levels in American unionism. Iushewitz, a graduate of the University of Wisconsin, worked on various union newspapers and as research director for the New York City CIO Council before taking his present post with the council.

Mark Perlman, who holds a Ph.D. from Columbia University, will teach an undergraduate course on "Theories of Labor Movements". In the course he will discuss theories that have been advanced to explain the courses unionism and working-class movements have taken in such nations as the United States, England, Germany, France, and Australia. Last year Dr. Perlman served as an assistant professor at the University of Hawaii. He has also taught at Princeton University and lectured at Columbia.

PROF. WHYTE'S BOOK TO BE ON AIR

The story of union-management relations at the Inland Steel Container Co. in Chicago, which Prof. William F. Whyte of IIR wrote up in his book, "Pattern for Industrial Peace", will be presented on the "People Act" series of radio programs next month.

The Inland Steel case will be number six in the 26-week series and will be aired on the CBS network at 10:05 p.m., Sunday, February 10. It will be re-broadcast a week later over WHCU at 4:05 p.m.

The "People Act" series is unique in that voices of the actual persons who took part in the particular situation being broadcast are always used. A CBS unit spent days at the Inland Steel plant, making tape recordings of the voices of workers and plant officials. The programs are prepared by the Television-Radio Workshop of the Ford Foundation, as part of a \$1,200,000 adult education project.

NEW PUBLICATION FORTHCOMING; TWO REPRINTS TO BE ISSUED

The Research and Publications Division recently reported that a total of 42,191 school research and extension bulletins were distributed during the year ending October 1.

Soon to be issued are a reprint of Dave Hyatt's bulletin, "Introduction to Public Relations," and Professor Jean McKelvey's study of AFL attitudes toward production, second in the series of Cornell studies in industrial and labor relations.

A revision of Professor John Brophy's bulletin on "Training in New York State Industries" which will be re-issued soon, is currently under way.

Julius Jacobs' 48 of US Metals Refining ed - ILR 1LR401-

IIR GRADS RETURN TO SPEAK TO CLASSES

It must be a fine feeling - to return to your alma mater to "give the word" to current students. During recent weeks four IIR alumni have returned to speak to class at IIR.

John Slocum, education director for Amalgamated Clothing Workers, talked to students of Prof. Beach's seminar in Industrial Education on December 12.

Robin Wendell '50, now with the personnel department of the Delaware and Hudson Railroad, spoke Dec. 13 and 14 to students of IIR 293, "Survey of Industrial and Labor Relations" and to students of IIR 402, "Government Adjustment of Labor Disputes."

On December 18 Jake Seidenberg, Ph.D '51, with the Standards Division of the Wage Stabilization Board, spoke to students of Prof. McKelvey's class, IIR 402.

Gerry Ottoson, M.S. ED '49, training director for Solvay Process Division, Allied Chemical and Dye Corp., spoke January 7 to students of Prof. Beach's seminar. Ottoson also interviewed candidates for Allied Chemical's supervisory development program.

Section Chief, Case Analysis Division

IIR STUDENTS VISIT SOUTH

Ten of the foreign students in IIR traveled in trucks to Florida during the holidays, returning with deep tans and chock-full of tales of a wonderful time.

Although they had to ride night and day in the rear of the jouncing trucks to get to the Sunshine State, once they arrived they basked on warm beaches, got a free look at the North-South football game in Miami's famed Orange Bowl, went night-clubbing at one of the plushiest nightspots in Miami Beach, saw Key West, and ate their Christmas dinner outdoors under a hot Florida sun.

Those from the school who went on this mid-winter odyssey were Diana Hills on England; Francoise Giradot of France; Alberto Armani, Italy; Hideo Kawabuchi, Japan; Ulla Nelson, Sweden; and five of the West German students - Johann Dietrich, Guenter Krueger, Herta Richter, Wolfgang Schmitz, and Wilfried Haumann.

The trip, sponsored by the Ithaca Westminster Foundation, was organized and directed by Rev. Alfred Lee Klaer of Cornell United Religious Work, the campus interfaith organization. Rev. Klaer, who hatched the idea for the truck tour during a casual train conversation with a Miami optician some time ago, took his wife and their four children along.

In all 24 Cornell students from 10 different countries participated. Eight of the 24 were coeds. The group traveled in two tarpaulin-covered trucks, sleeping in sleeping bags inside the moving trucks or outside under the stars, and cooking their own meals in the basements of church parish houses along the way.

The only casualties incurred on the whole trip were minor. Diana Hills and another student both were severely stung when they ventured too near Portuguese Men-of-War in the surf. And the rest of the crew spent much of their time scratching the sand flea bites they had received at Fort Pierce.

That and the fact that the group had originally planned to make a side-trip to Cuba but couldn't clear the project through the necessary diplomatic channels in time to do it were the only things that marred an otherwise wonderful trip.

IIR ALUMNI BEING QUERIED

The Student Personnel office is doing a comprehensive follow-up study of the 481 alumni of the School. The study, being carried on through questionnaires, will eventually show what jobs alumni are holding, how they got them, what type of cooperation with the School they are interested in, and their likes and gripes about their present relations with the School.

"RED" CHADWICK STARS FOR CORNELL

ILR's Roger (Red) Chadwick was one of the stars of the Dixie Classic collegiate basketball tournament at Raleigh, N.C. during the holidays.

Chadwick, co-captain of Cornell's cage squad, led his team successfully past Wake Forest and Columbia and into the finals of the tournament, before the Big Red team lost a close 51-49 decision to North Carolina State, the defending tournament champions.

Because of his outstanding play, Chadwick, a senior from Leonia, N.J., was selected on the Dixie Classic all-star team, chosen by sportswriters covering the tournament. Lee Terrill of North Carolina State, who was named the tournament's most valuable player, graciously declared later that "Chadwick of Cornell deserved the trophy. He's the best player I've faced this season."

In the game against Wake Forest, Chadwick set a new tournament foul-shooting record by sinking 11 out of 11 foul shots. He also scored all seven Cornell points in the overtime period that climaxed the Big Red's victory in that game.

PROF. BROPHY CARRIES ON ACTIVE SCHEDULE

Professor John M. Brophy of Personnel Administration is scheduled for several meetings during the next two months.

On January 82 he will serve as moderator at Ithaca Kiwanis meeting on the topic "The Mutual Responsibilities of Management and Labor." Appearing with him on the panel will be D. J. O'Connor, business agent for the International Association of Machinists and R. G. Fowler, plant superintendent of the Allen Wales Division of National Cash Register.

At the annual meeting of the New York State Industrial Training Council in Syracuse Feb. 14 and 15 Professor Brophy will be co-chairman with Frank Fessenden of Eastman Kodak of a session, "The Workshop as a Training Method."

In March he will travel to French Lick, Ind. to attend the 8th annual conference of the American Society of Training Directors on the 12, 13, and 14. There he will chair a session on "The Use of Workshops in Training."

Professor Brophy has been invited by Major Albert Sobey of General Motors Institute to be a member of the central research committee of the American Society of Training Directors. As a member of this committee he has been developing a "target statement" on how to prepare case materials.

NEW BIBLIOGRAPHY APPEARS

"Manpower, Wages, and Labor Relations in World War II", an annotated bibliography of materials published on American industrial mobilization experiences during the war, has just been issued by ILR.

The 93-page bulletins lists and gives brief descriptions of more than 400 books, articles, pamphlets, government publications and periodicals that dealt with problems of manpower mobilization and utilization, wage stabilization, and labor relations during the war.

The bibliography was compiled by Donald Ghent, Gladys Waltcher and Edwin Beal under the direction of J. Gormly Miller, school librarian. "Since the Korean emergency has produced similar moves toward industrial mobilization in the United States, it is hoped that this volume may prove a useful guide to businessmen, union officers, government officials, teachers, and others who need to refer to the World War II experiences," Professor Miller pointed out.

FEBRUARY GRADS ACCEPT POSITIONS

According to Prof. F. F. Foltman of Student Personnel two February graduates have accepted positions. John Keenan will be employed in the industrial relations department of Crucible Steel of Pittsburgh; Fred Munson will begin special industrial relations training for overseas operations with Standard Vacuum Co.

ILR JOB MARKET LOOKS GOOD

ILR's February and June graduates will be walking into a job market in 1952 that is as "good or better" than any encountered by graduates since the School was established, placement counselor Prof. Felician F. Foltman predicted today.

"Right now we are riding the crest of a wave of industrial expansion," Prof. Foltman pointed out. "Companies are still expanding both their physical facilities and their work forces." But he added that much, of course, depends on the state of the nation's defense program.

The decline in the number of veterans graduating in 1952 is not expected to have much effect on placement, Prof. Foltman also reported. Many companies actually are looking for non-veterans because those graduates are younger than the average veteran and therefore can be given more "seasoning time" in other departments before being asked to assume real responsibility in an industrial relations department.

This year the School's placement office expects to receive visits from at least 30 company representatives looking for bright young men and women interested in industrial and labor relations work. In addition the office, of course, keeps in constant and close touch with the Cornell University placement division, which receives visits from more than 200 industrial and business recruiters during an average year. Every effort is made to attract them to the ILR School during their visit on the Cornell campus.

"This year many of the industrial and business personnel recruiters are actually visiting college campuses twice," Prof. Foltman said. "The first time around they are trying to get the pick of the engineering graduates -- because of the intense competition for engineers. Then many of them will return in a few months to look for graduates to staff other departments, such as personnel or industrial relations."

The placement office has worked assiduously since the School was established to attract visits from recruiters. ILR representatives have talked to virtually every industrial or business executive who has even come within miles of the Cornell campus.

At least once a term and sometimes more frequently, the School mails letters to more than 500 major industrial firms throughout the nation, telling them how many students will be graduated and inviting company officials to visit the School and look over the crop. And one or two school representatives are usually spending at least 50 per cent of their time circulating in business and industry inviting firms to take ILR graduates.

"We feel that they can do a much better job of selection if they come here personally and interview more than one or two possible job candidates," Prof. Foltman pointed out. "They also have the opportunity to consult school records and talk with professors about candidates who have caught their eye."

An interesting adjunct to the placement program is Prof. Foltman's course in "Industrial Occupations and Processes", also known in ILR parlance as the "bos course."

Because the course is required for all undergraduates, Prof. Foltman can use it as an opportunity to acquaint himself early with the abilities and character of each of the students he will later be attempting to place in a job.

JOB CLASSIFICATION STUDY UNDER WAY IN STATE COLLEGES

A job classification study currently is under way for all non-professional positions in the State Colleges at Cornell. Mr. Walter H. Foertsch from the Rochester firm of Walter H. Foertsch and Associates has been engaged to assist in the study. A Steering Committee, with Director of Finance A. H. Peterson as chairman, has been appointed to head up the project.

Meetings have been held at ILR for both supervisory and non-professional employees at which Mr. Foertsch explained the job to be done, reasons for it, and answered questions. Prior to the meeting each non-professional employee was sent a letter explaining the project and a job analysis form to be filled out by the employee and reviewed by the supervisor. These job descriptions will be the principal basis for the classification of the job involved.

DR. BUTLER CONDUCTS PSYCHIATRY COURSE

Dr. John Butler of ILR, fellow in industrial psychiatry, has begun a ten-week lecture course on "Psychiatry for Everyday Living" for the general public. The course, which began January 2, is sponsored by the American Association of University Women and the Adult Education Department of the Ithaca Public Schools. Sessions are being held in Martha Van Rensselaer on campus. Thirty-seven are enrolled in the course.

Dr. Butler, a graduate of Johns Hopkins Medical School, has begun his second year of study and research under a Carnegie grant.

ED BEAL REPORTS FROM GERMANY

Ed Beal, ILR grad student in Germany doing research on the new co-determination law for his doctor's thesis, writes of his experiences:

"In Paris I called on Richard Eldridge, labor attache at the U. S. Embassy and Victor Reuther, European representative of the CIO in order to let them know I was here and what I was doing; both of them expressed interest in my project and offered to help in any way they could.

"I have to live within the Germany economy. This is no hardship but it is expensive. The place where I yell 'ouch' is at the gasoline pump. Gas costs \$2.00 for three gallons in the German stations...Bad Neuenahr, where I have settled is about as handy as any place to the centers where I will have to do most of my business. It is about 25 km. from Bonn. Bad Neuenahr is also the seat of the French High Commission headquarters.

"I am living in a small private pension not very different from a student rooming house in Ithaca - except that my landlady brings my breakfast up to the room at 7 in the morning and returns my shined shoes!

"I was lucky enough to see Miss (Eleanor) Emerson before she left Germany. We had a brief chat at Casino Mess in Frankfurt. I heard from my sources that she made a real hit with the Germans as well as the Americans she worked with."

Beal's address is Gruener Weg 31, Bad Neuenahr, Germany.

ILR FOREIGN STUDENTS ATTEND UNION MEETING

Wishing to see for themselves how a union meeting is conducted, ILR grad students Kishori Chanana of India, George Lum of Honolulu, Ulla Nelson of Sweden and Bill Watts were given an opportunity for such first-hand observation.

On December 11 they accompanied grad student Bill LaRue of the extension staff to Seneca Falls where, at the invitation of Earl Guthrie, president of local 3298, Steelworkers of America, they attended a regular monthly meeting.

Each of the students spoke briefly following the meeting and expressed appreciation for the opportunity to attend the meeting and to exchange information with union members.

PEOPLE ARE WONDERFUL

At this writing Lee Avery, the Dean's hard-working secretary, has returned to New York to help Dean Catherwood and Director of Research Leonard Adams whip the Board of Inquiry's fact-finding report into final shape. It is expected that the Board will submit its report to Commissioner Corsi within a couple of weeks.

Monica Daly, secretary to Mr. Risley, spent a relaxing ten days in Glen Ellen, Chicago suburb, visiting friends. She enjoyed tobagganing, partying and seeing South Pacific with Janet Blair in the lead.

Cynthia Collum of the library catalog will leave IIR next month to live in Syracuse. Husband Tom, a February graduate of Civil Engineering, will be associated in business with his father. The Collums have purchased a new house in suburban Dewitt and Cy is busy with plans for furnishing it.

"Keedo" Phillips, master's degree candidate, whose home is in Alaska, will accompany his father there February 1. His dad, who owns a drug business in Michigan, is moving "lock, stock and barrel" to Anchorage. Keedo will then return to the States to do advertising work for the Alaskan travel agency by whom he is employed. He will return to Alaska after a couple of months, accompanied by his wife.

Prof. J. J. Jehring has contributed an article entitled "Visual Communication in the Classroom" which will appear in an early issue of SCHOOL AND SOCIETY.

To avoid hitting a student who had fallen in the path of his car, Don Piper of the mailing room crashed his car head on into another car back of Willard Straight shortly before Christmas. Since no one could be held responsible, Don was left to pay his own repair bill.

The engagement of Patricia Leyden '53 to Lt. William Barott of California was recently announced. Lt. Barott, West Point graduate, is stationed at Fort Bragg, N.C. with the 82nd airborne division. Patricia's home is in Syracuse.

Peg Huntley, secretary in the Capital District Extension Office, was recently elected president of the Rensselaer (N.Y.) Business and Professional Women's Club at its organization meeting.

Several personnel changes have occurred recently in the mailroom: Jerry Rounds has replaced Don Tompkins as supervisor; Don Piper, former mail carrier, has moved into Jerry's former job, while a newcomer, Angelo Farugie, has taken on the mail assignment.

Angelo, an Ithacan, graduated from Ithaca High with a stretch in the Army sandwiched in between parts of his schooling. He has been employed as meat-cutter at two local markets. Angelo is married and the father of a month-old son, Glenn.

Peg Ohlander has left the mailing room to get back into her field -- floriculture. February 1 she will take on a new assignment as staff horticulturist with The Barnes, Importers, a mail order bulb concern in East Aurora, near Buffalo. A Cornell alumnus, Peg has her master's in floriculture from Michigan State and has taught at University of Connecticut.

Replacing Peg is Mrs. Jean Johnson who commutes from her home in Spencer every day. A graduate of Spencer High where she took a commercial course, Jean has been employed at the New York State Artificial Breeders Cooperative in Ithaca. Her family consists of husband, Norman, a carpenter, and 10-months-old son, Martin.

Richard Martin who will complete requirements for the M.S. this month, knows exactly where he will be going. On February 1 he will report to the Third Armored Division, Fort Knox, Ky. He holds the rank of 1st Lieutenant and will be given a duty assignment with the Armored School.

Anne Dimock, secretary to Professor Arnold Hanson, has been called to San Francisco by the serious illness of her father. She went by plane.

Professor (and Major) Duncan MacIntyre spoke on "Developing a Headquarters SOP" to the 1514th Station Complement Organized Reserve Corps at the IIR School on January 7.

Prof. Earl Brooks has a recent letter from Geraldine Senderoff, a master's degree candidate, now employed in the Research Utilization Department of Remington Rand. She writes: "My work is interesting and unusual. It actually is a form of consulting job. I am responsible for setting up typing skill building programs in other companies; we train the supervisors who conduct the program in their own concerns. The results are returned to us for our own research files. Quite a bit of traveling is involved and if this pace continues, I will soon be vying for honors with you."

Prof. Milton Konvitz addressed a luncheon meeting of the One World Club January 5 on "Can Communism and Democracy Live Together in Peace?" Commenting editorially on his speech, the CORNELL SUN says: "...the professor's treatment was unusually different and new; he offered few solutions but raised enormous problems. His conclusion we think was sound: that the two systems could live together only when democracy maintained a situation of military and economic strength at least equal to that of communism."

The leave of absence of Professor J. E. Morton of the School has been extended until June, 1952. He expects to return to the School for the opening of the fall term. Professor Morton is serving as chief of the Statistical Development Staff of the Housing and Home Finance Agency in Washington, D. C.

Mr. and Mrs. Ed Merdes are the parents of a son, Mark Edward, born December 16 in Sewickley, Pa; weight 8 lbs. 5 oz. Ed, ILR '50, graduated last June from Cornell Law School. His wife, Norma, was employed in the ILR Distribution Center.

A new incentive for "lounging" has been added with the refurbishing of both the student and staff lounges at ILR. Both rooms have new draperies and re-upholstered furniture. The chairs in the staff lounge, done in both red and a pale green, are covered with a plastic material guaranteed for ten years' hard wear. We shall see.

ILR staff traveling to Boston following Christmas to attend scientific meetings include: Professors Jesse Carpenter, Robert Ferguson, Isador Blumen, Philip McCarthy, Robert Risley, Marvin Kogan, grad students Fred Golub, Archie Hudson, Dalton McFarland, Arthur Bradburn. Former ILR'ers seen at Boston were Jake Seidenberg, John Thurber, Paul Yager, Geraldine Senderoff, Bill Slayman, Ralph Tuch, Jim Shipton, Chris Argyris, Lou Salkever.

Prof. C. K. Beach has been traveling north to Saranac Lake during the past few weeks to assist in gathering data and writing a report for the newly-appointed State Commission for Special Services for Physically Handicapped and Disabled Persons in the Village of Saranac Lake and Surroundings.

Herb Hubben, doctor's degree candidate, writes from the Atomic Energy Commission, Los Alamos, New Mexico: "Effective January 7 I am moving to Albuquerque to assume responsibilities as a wage and salary assistant with primary emphasis to be on contractor personnel and labor relations matters. My new address will be 512 N. Quincy St., Pat. C., Albuquerque, N.M.

Prof. Ralph Campbell of Extension, an alumnus of Rutgers, reports the appearance of a book "Workers Education at the University Level" published by Rutgers University Press, in which the work of ILR School in adult education is mentioned. The author is Irvine L. H. Kerrison, chairman of the labor program of Rutgers' Institute of Management and Labor Relations. The ILR library has the book.

Announcement is made of grad student Joe Ludlum's engagement to Miss Janet Weaver of Ithaca. Miss Weaver is employed in the business office of the local telephone company. Joe, a graduate of Bradley University, is a master's degree candidate.

Prof. J. J. Jehring has been named chairman of the traffic safety committee of the Ithaca Automobile Club. The purpose of the committee is to reduce traffic accidents in the city and county.

West Germans studying at ILR got an opportunity last month to exchange impressions of America with a similar group of West German students from Colgate. Ten Germans studying social sciences at Colgate visited the group of 23 at ILR.

Prof. C. K. Beach's seminar in "Conference Leadership" shifted its scene to a Hotel School kitchen lab one day shortly before Christmas. There, Will Keefe, a student in Prof. Beach's class, also a hotel student, undertook as part of job-training, to teach ILR'er John Morton the fine points of cake-baking. The cake, complete with frosting, was brought to the class next day, eaten by members of the class, and the experiment judged a complete success.

We discover that in the last issue of FOI we inadvertantly failed to give credit to the ILR Staff Organization for arranging for the installation of the milk machine.

Mrs. Lily Newbury of the steno pool was forced to send her smoke-filled clothing to the cleaners last month as a result of a fire in the basement of her home at Sage Place. When the fire was discovered in the early morning, the smoke was so thick she couldn't even find the light switch to investigate.

Mr. and Mrs. Fred Gerken are parents of a son, Richard Allen, born December 27; weight 9 lbs. 4 oz. Fred, ILR senior, is slated for graduation in February.

Marian Sweetland, secretary to Professors McKelvey and Neufeld, has exchanged her farm home near Dryden for a house on Kline Road for the winter months. Marian thinks that 25 miles a day is too far to drive on icy roads.

Vivian Nicander, former ILR editor, contributed a story entitled "A Swedish Christmas Story" to New York State FOLKLORE, a quarterly magazine published in Ithaca, N.Y.

Professor Rudolph Corvini, project manager, for the group of 16 Turks who returned to their native land via plane on December 19, has received messages from several of the Turks indicating that they arrived safely at their destination. A letter from Orhan Tarhan tells of the group being recalled to Ankara for a conference with ECA officials. Zeki Yilmazcan, the youngest of the group, sent greetings from the Canary Islands en route home, while three others sent greetings from London.

MAN OF THE WEEK

By his patience, tact and understanding in working with the IIR undergraduate, Professor James Campbell of the Student Personnel staff has proved himself a real friend and counselor. Responsible for the over-all guidance program of the three hundred plus IIR undergraduates, he has a hand in their selection, admission, registration and orientation.

An Ohian by birth, along with many IIR'ers, Jim Campbell attended Salem (Ohio) high and is an alumnus of Wittenberg College where he majored in mathematics. At college he was active in extra-curricular activities - president of Delta Sigma Phi fraternity, a member of the varsity tennis team, of the Interfraternity Council, and a member of Blue Key, scholastic honorary society.

Upon graduation in 1940 he returned to teach math at Salem High until the Army beckoned two years later. For the next four years his only college association was a semester at Cornell under the ASTP when he took a course in personnel psychology. He was a staff sergeant in personnel classification for Uncle Sam's Air Force, stationed mostly in this country, with a tour of duty in Hawaii.

When released by the Army in 1946, Professor Campbell returned to Cornell to do graduate work in educational administration. A year later, with a M.S. in Education behind him, and with his interest in guidance and personnel aroused by working part-time for the Cornell Guidance Center, he changed his emphasis to guidance and personnel with a doctorate in view. This he completed in the fall of 1950. And he was immediately appointed assistant professor at IIR.

Work experience includes employment as bank bookkeeper, blue printing machine operator, and time study man - all sandwiched in with his college education.

Assuming his share of academic responsibilities, Professor Campbell serves as chairman of the faculty social committee, a member of the committee on academic standards, and as secretary of the Cornell chapter of Phi Kappa Phi, an honorary society.

With his family, Ithaca-born Gwen, whom he met during the war, and six-year-old son Jamie - Jim lives on Cliff Street, overlooking the lake. Here he indulges in gardening and more currently, in "counseling" son Jamie on how best to operate his electric train (permanently set up in the dining room.)

Mindful of his advanced age (32) he has given up tennis for the more sedate game of golf.

SHEARER WINS ALPERN PRIZE

February graduate John C. Shearer, son of Mr. and Mrs. John D. Shearer of Cheltenham, Pa. is the winner of the Daniel Alpern Memorial Prize this term.

The \$100 award is given to the graduating senior who exhibits highest qualities of leadership and scholarship. Shearer had a cumulative scholastic average of 88.43, was awarded a George W. LeFevre Scholarship in 1950-51, and was a member of Phi Kappa Phi.

A member of Sigma Pi, he was active with the Interfraternity Council, serving as an IFC representative and on the IFC planning board. He also worked as a sub-committee chairman for CURW's Campus Conference on Religion, and with the ILR student organization. He served as chairman of that organization's Speakers Activities Committee.

Shearer will work with Union Carbide & Carbon Corp., in Marietta, Ohio as an industrial relations trainee.

The Alpern award was established in 1946 by Harry Alpern and J. L. Mailman in memory of Alpern's son, Daniel, an applicant to the ILR school, who was killed in action during the last war's Pacific campaign.

For Our Information is issued by the Public Relations Office, Room 3, for the information of all faculty, staff, and students of the New York State School of Industrial & Labor Relations

ILR FACULTY LEAVE FOR NEW POSITIONS

Three ILR faculty leave this month for new positions in industry and government.

Professor Richard Dean of Extension has taken a position with the Kopper Company's executive development program with headquarters in Pittsburgh. He will work as a training assistant.

Dean, who did his undergraduate work at ILR, also received his M.S. from the School in February 1951. He was then appointed assistant professor and has worked in the Extension Division. He also served as instructor for a semester.

Prior to coming to ILR, Dick worked for a number of years in the loan department of the Chase National Bank in New York. He is a graduate of the American Institute of Banking.

The Deans, with five-year-old Bobby, will make their home at the Leland Park Apartments, 5366 Keepport Drive, Pittsburgh 27.

Extensioner Jim Johnson resigned this month to accept a position with the Solvay Process Division, Allied Chemical and Dye, in New York City. He will do industrial training work.

Jim, a transfer from Iowa State College, graduated from ILR in June, 1950. The following September he was appointed instructor in the Extension Division. He, with Jean Ann Gow, directed the extension activities of the Central New York district.

SCHOOL STUDIES ACTORS' MERGER

Researcher Dr. Leonard Adams, who lent such yeoman assistance to the New York dock strike inquiry, and Dean M. P. Gatherwood are already deep in another project. Prof. Robert Aronson will carry the bulk of the research.

This time it's the highly-complicated study of the proposed merger of six theater, movie, radio, and television union groups. The project involves Actors Equity, Chorus Equity, American Guild of Variety Artists, American Guild of Musical Artists, Television Authority, and American Federation of Radio Artists--all of which are autonomous or semi-autonomous branches of what is known in the show world as the 4-A's or the Associated Actors and Artistes of America, AFL.

Each of the branches, as the titles indicate, is built around a separate aspect of show business, such as Actors Equity for the legitimate stage, American Federation of Radio Artists for radio, and Television Authority for television.

In recent years, however, members of the different branches have clamored for a merger, principally because when they shift from the stage to a radio or television show for a night, they are required to get a membership card in the branch governing that aspect and pay dues as well.

There have been several attempts by men within the union to organize a merger themselves, but complicated questions of jurisdiction and over-lapping membership have always blocked them.

This time union officials have enlisted the help of ILR and the Institute of Industrial Relations at the University of California at Los Angeles. It will be the schools' job to investigate the entire problem and then come up with recommendations for one or more mergers, if the researchers find them feasible.

Prof. Aronson is doing much of the interviewing and investigation of membership lists required for the project among theatrical artists and actors in the New York City area. The UCLA men will do a similar job on the West Coast and in the Chicago area.

Dr. Adams hopes that most of the field work will be completed by March and that definite recommendations on merger will be ready for discussion by union officials on July 1.

PROGRAM BEING CONDUCTED FOR CRUCIBLE STEEL

A 15-week educational program on "Human Problems of Supervision" is being started by the school's Extension Division for managerial personnel at the Anderson-Halcomb Works of Crucible Steel Co. of America in Syracuse.

The project will enable the school to do additional research on the effectiveness of long-term educational programs in industry. The school's pioneer effort in that field is the two-year executive development project being conducted for management personnel at Bigelow-Sanford Carpet Co.'s Amsterdam, N.Y. plant. Both programs have supporting grants from the companies concerned.

Working on the Crucible Steel program will be Professors John McConnell, Lynn Emerson, Alpheus Smith, and Dr. John Butler of ILR. Arch Hudson has been appointed as a research associate to carry out the research entailed and will work under Professor Earl Brooks. Professor Ralph Campbell will coordinate the education and research aspects.

* * * * *

Grad student Tom Johnson requests the return (for sentimental reasons) of his beige trench coat which disappeared Monday, February 11 from the hall outside Room 50 between noon and 3 p.m. If anyone has information, Tom can be called 751149 or reached through his mailbox.

PROF. GULICK LEAVES ILR; EUROPE-BOUND

Professor Charles A. Gulick, popular visiting lecturer at ILR last term, left New York on January 29 bound for a five-month tour of Europe, as he puts it, "to renew my supply of political jokes and look up my old friends in the European underground."

Professor Gulick and his wife plan to visit Italy, Austria, West Germany, and Sweden and possibly Spain, Portugal, and Switzerland, gathering material on European labor that he will use in his classes in comparative labor movements at the University of California next fall.

Much of his time will probably be spent in Vienna, where he worked more than a year during the pre-Hitler era making intensive investigations of Austrian fascists for his book, "Austria, from Hapsburg to Hitler."

During that earlier visit Professor Gulick made friends with dozens of the Austrian anti-fascists, many of whom were leaders in the underground fight against Hitler after the Anschluss in 1938. Many of them now hold high positions in the government of the city of Vienna and Professor Gulick hopes to revisit them, "perhaps drink a glass of beer with them", and talk over old times.

"It also gives me a chance to catch up on the latest political jokes in Europe," he pointed out before he left. "I have a hobby of collecting political jokes and my current collection is getting musty on me."

ILR STUDENTS ELECTED TO PHI KAPPA PHI

Six undergraduate and five former graduate students were recently elected to membership in Phi Kappa Phi, national honorary scholastic society by the current membership of Phi Kappa Phi. They are: (undergraduates) Fraeda Aronvitz, Charles Christenson, Bernard Gold, Bill O'Donnell, John Schappi, and John Shearer; (graduates) Robert Elias, Vincent Macaluso, Louis Salkever, Jake Seidenberg, and John Slocum.

JANUARY "REVIEW" APPEARS

In addition to leading articles on manpower and wage incentives by others in the industrial and labor relations field, the January, 1952 issue of the "I&LR Review" contains many features by ILR'ers and former ILR'ers.

Dr. John Slocum, former director of education, Amalgamated Clothing Workers of America, now secretary to the State University board of trustees, has written a dissent to Professor Abraham Gitlow's opinions on "Union Stabilization Programs and Competition." Gitlow is professor in New York University's School of Commerce.

Dr. Harry Malisoff, former special student at ILR, has written an article "The British Disabled Persons (Employment) Act". Malisoff is now in the department of economics at Brooklyn College.

Professor Charles A. Myers, professor of industrial relations, M.I.T., reviewed "Pattern for Industrial Peace," the story of labor-management at Inland Steel's Chicago plant, by ILR Professor William F. Whyte. Of the book, Prof. Myers says, "This is the most complete case history of a single labor-management relationship in print."

The following ILR faculty contributed book reviews to this issue: Professors Temple Burling, Jesse Carpenter, Vernon Jensen, Duncan MacIntyre, Gormly Miller, and Philomena Mallady.

WHAT ILR GRADS ARE DOING

Tom Borthwick '52 is a sales trainee for Owens-Corning Fiberglass in Ohio.

John Shearer '52 is an industrial relations trainee with Union Carbide and Carbon Corp., Ohio.

Don Ghent, master's degree candidate, is an assistant in the labor relations division of Flexonics, Maywood, Ill.

PROF. C. K. BEACH SERVES AS CONSULTANT TO CANAL ZONE

Prof. C. K. Beach returned last week from Panama where he served as consultant on supervisory training for the Panama Canal Company. Here he met with 135 top people in groups of 20-25 for two 2-hour sessions. This group included the governor and lieutenant governor. In these conferences all aspects of training in industry were covered.

Former ILR'ers working with Prof. Beach on this evaluation survey were Ed Doolen, personnel director, Ed Culverhouse, personnel trainee, and Jack Oster, wage and salary administrator - all employees of the Canal Railroad.

Prof. Beach bemoaned the fact that the business day started at 7:15 a.m. On two occasions he had to arise at 5:30 a.m. to make his schedule. Busiest day was when he drove across the "continent" to the Atlantic side for a meeting, returning in the afternoon for another session on the Pacific side.

Sidelights of his Panama stay included attendance at a governor's shirtsleeve conference, a tour of the locks, and a trip in the governor's launch to see the cut. Prof. Beach took nine rolls of colored film which he hopes will turn out well.

On his return via the S.S. Ancon he called Mrs. Beach in Ithaca on ship-to-shore telephone. First thing he knew her voice came booming over the loud-speaker on the bridge. (He quickly took over on the phone).

JOHN SLOCUM JOINS STATE UNIVERSITY STAFF

John H. Slocum, Ph.D. '50, last month was named secretary of the board of trustees of the State University of New York. Since August 1950 he has served as education director of the Amalgamated Clothing Workers of America. Prior to that he was assistant professor in ILR's extension division.

With B.A. and M.A. degrees from Chicago University, Slocum taught at R.P.I. before doing graduate work at ILR.

Slocum succeeds John Weiss in the State University post. Weiss resigned to become assistant vice-president of the Fund for the Advancement of Education. Slocum's office is in New York City.

PROF. A. W. SMITH HAS HEAVY SCHEDULE

Prof. Alpheus Smith of Extension is much in demand as a speaker these winter days. He is currently conducting a series on "Human Problems of Supervision" for the Syracuse Management Group. The six-session series began February and continues until March 10. This is the second such program - the first was given last year by Professors Ralph Campbell and Smith.

On February 6 Professor Smith spoke at a dinner meeting of the Tompkins County Chapter of the Civil Service Employees Association on "Willing and Able"; during Cornell's Brotherhood Week he will lead a group discussion of Phi Kappa Psi fraternity members on various approaches to world peace.

Late this month Professor Smith will take to the road. His first stop will be at the Statler Hotel, Buffalo. Here he will speak to a luncheon meeting of Loblaw management personnel on "Leadership Climate"; "Who's Afraid of the Big Bad Boss?" will be Professor Smith's topic in Owego at a meeting of the Bi-Unit Parent Teachers Association; and on March 20 he will journey to New York to speak to administrative and department heads of the New York Hospital Cornell Medical Center.

NEW GRADUATE ASSISTANTSHIP APPOINTMENTS

Five new additional graduate assistantships have been granted for the second semester. They are:

Salvin Dunlap -- hometown, Greenville, Pa. Now in his third term of study for the MS in IIR degree, Dunlap will work with Prof. Vernon H. Jensen in research on collective bargaining. He'll be able to draw on two years of experience as a steward with the AFL slide-fastener workers at the Talon slide-fastener plant in Meadville, Pa., during which time he sat in on contract negotiating sessions and served as a representative on the Meadville Central Labor Council.

Married, with one son, aged 11, his chief hobbies are fishing, bowling and politicking (he spent three years as president of the Crawford County, Pa., Young Democrats.)

Sal served three years in the U. S. Navy during World War II.

John Flagler -- hometown, Utica, N.Y. Flagler, an accomplished public speaker (he won several national debating and forensic honors while an undergraduate at Utica College), will work in the Extension Division. A former shop steward and shop chairman at Utica foundries, he taught collective bargaining and grievance procedures in Utica College's Extension Division. Flagler is a Marine veteran and is married and has two children. Hobbies include hunting and fishing.

Oliver Headley -- hometown, Flemington, N.J. Like Melbin, Headley will work with school librarian J. Gormly Miller. A graduate of Colgate University where he majored in political science, Headley spent a year and a half in the Marine Corps, stationed at supply depots in California. Much of the time he was at Barstow, Calif., a spot in the desert, as hot as, if not hotter, than famed Death Valley. He also worked as an IBM operator in a chemical plant. Hobbies include swimming, golf, and music.

Murray Melbin -- hometown, New York City. Melbin will work with school librarian J. Gormly Miller. A man of many talents and a graduate of New York University, Melbin is a practitioner of the black art of magic. He studies it from the psychological angle -- to learn why people are fooled by sleight of hand and what amuses them about magic tricks.

Next summer Melbin plans to go to Chicago for eight months, to gather material for a master's thesis on human relations in a retail department store. During that time he plans to visit both the Democratic and Republican national conventions in Chicago and "Climb on the bandwagon of every candidate," as he puts it.

Donald Scobel -- hometown, New York City. Scobel, who did his undergraduate work at Antioch College, will conduct laboratories in statistics for Prof. P. J. McCarthy. Now in his second term of study for an MS in IIR degree, he worked for six months as a labor economist with the Wage Stabilization Board, Washington before coming to IIR.

Other work experience, most of which he received under Antioch's famed work-study cooperative plan, included personnel training with the Farm Bureau Insurance Co. of Ohio, laboratory work with the U. S. Army and the Antioch Geology Department on research into use of quartz material in electronic equipment, and camp counseling.

IIR FOREIGN STUDENTS "GET AROUND"

IIR's foreign contingent is rapidly setting a new record for covering the North American continent. Alberto Armani of Italy and Kishori Chanana of India, fresh from their trip to Florida during the Christmas holidays, took off for Canada in the between-exams period.

There they visited Ottawa, Montreal and Quebec. One of the highlights of their tour was a visit to Laval University's Industrial and Labor Relations Center in Quebec where they conferred with officials and compared notes.

PEOPLE ARE WONDERFUL

Hazards of modern life:

- turning on the electrically-run tape recorder, to have a puff of smoke emerge. Lily Newbury of the "pool" had this experience.
- entering the office to have the water pipes burst, letting forth a deluge on desk, papers, floor. This befell Jim Jehring in his Old Armory Office. The water also inundated Lynn Emerson's office; fortunately all of his materials manual was safely out of reach.

On this winter's coldest morning, Bob Risley played the Good Samaritan to former secretary Jean Burnham, only to have his kindness backfire. Using his new Buick to push her stalled car, he pulled one end of her car's bumper from its moorings. Latest plan is to buy her a more substantial car.

Grad assistants Karl Gruen and Richard Lyon have been granted deferments by Uncle Sam's army until June. Both received their master's degrees this month and will continue work toward a doctorate. Dick will be Prof. Konvitz' assistant this semester, while Karl will assist Professors Tolles and Raimon.

Dean M. P. Catherwood spoke Feb. 9 at the annual dinner of the Syracuse chapter, Civil Service Employees on "Human Relations in the Civil Service."

ILR faculty is represented on Statler Club Committees: Jim Campbell on the program committee and Milton Konvitz on the library committee.

Grad assistant Burr Coe admits to taking up Spanish again after a lapse of 25 years. To facilitate this chore, he has a set of vocabulary cards with which he tests his progress. This language preparation is for his Ph.D.

Grace Horton of the library catalog room is due back next week after a two-week mid-winter break. She spent her vacation at home catching up on her reading.

Grad student Hideo Kawabuchi spoke on conditions in Japan since World War II January 16 at the Volunteer Composite Unit 3-34, local U. S. Naval Training Center. Grad student Sid Warner (Lt. Commr.) is executive officer of the group.

When Professor Jean McKelvey was in Washington recently she had dinner with Senator and Mrs. Irving Ives; met with Cyrus Ching, who invited her to sit in on the oral final exams of eight new mediation commissioners. She met former ILR'ers Paul Yager and George Fowler who are getting ready for field appointments,

Mr. and Mrs. Raphael Kobrin of Elmhurst, L.I. announce the birth of a daughter, Lisa Anne, born January 17. Weight: 7 lbs. 4 oz. Both Kobrins are 1950 ILR graduates.

Former grad assistant Fred Golub has accepted a position as extension specialist in the Public Division of the Rutgers Institute of Management and Labor Relations. While at ILR Fred taught classes for the Extension Division. He did undergraduate work at New York University and held many offices, including that of president, with the Railway Clerks Brotherhood in Grand Central Terminal, New York.

Harold Reynolds '48 has returned to ILR for graduate work. While at Cornell as an undergraduate he served as editor-in-chief of the Cornell SUN for two consecutive years. Upon his graduation Reynolds became a reporter for Time and Life in the Atlanta, Ga. district. Later he was stationed in London where he did political and military stories. Last summer he was sent to Bonn, Germany as Central European bureau chief for Life magazine.

On January 17 the Bigelow-Sanford executive development program held its first informal get-together in Amsterdam at which a buffet supper was served. Professor Alpheus W. Smith was the evening speaker. Those present included top company executives and ILR staff C. K. Beach, James Campbell, Ralph Campbell, Robert Ferguson, Gormly Miller and Robert Wilson.

Cpl. John Riihinen, former ILR'er is being rotated this month from Korea to Japan. He expects to return to the States in the spring.

Betty Caudill, hometown Lyndonville (N.Y.), has replaced Cynthia Collum in the library catalogue room. Betty attended Cornell as well as Geneseo State Teachers college. She has worked part-time in various jobs including running a dairy bar and working at the Home Ec College. Right now she is learning to play chess.

Victor Schmidt, doctors degree candidate, will conduct two-3-hour extension courses in course construction and related subjects for the Florida Department of Education at West Palm Beach and Sarasota. Mrs. Schmidt will accompany her husband on the trip.

Prof. Ralph Campbell of Extension has been named to the national panel of the American Arbitration Association; he also has been designated by President Malott to represent Cornell University with the National University Extension Association.

Ardemis Kouzian, extension representative for the Capital District, spoke on January 19 to members of the American Association of University Women. Her topic was "Developing Mutual Understanding in the Work Environment." She spoke January 15 to members of the East Greenbush-Nassau Kiwanis Club.

While in Buffalo last month, Prof. William F. Whyte conferred with a delegation of 14 Italian experts in labor relations, economy, agriculture and law in this country here under ECA auspices.

Prof. and Mrs. F. F. Foltman are parents of a daughter, Laurie, born January 21. She checked in at 7 lbs. 6 oz. Proud papa furnished cigars for the men and provided doughnuts for the coffee hour in honor of the occasion.

Announcement is made of the engagement of Richard Haynes, ILR special student, to Miss Joyce Ellen Swingle of Schenectady, a junior in the College of Home Economics. Richard is a graduate of the University of Colorado.

Dr. Leonard Sayles, ILR research associate, spoke January 15 on "Human Relations and Labor" at a meeting of the Northern Chautauqua Industrial Club in Dunkirk.

Frances (Bud) Curry '50, personnel manager of Birdseye Food Corp., Rochester, visited ILR January 18 to discuss summer working-training. He was accompanied by Mr. Ted Evans and Mr. Bow of his company.

Prof. John W. McConnell led one of the four round-table discussions January 24 at a national conference on the retirement of older workers. The three-day conference was held on the Harriman campus of Columbia University and was sponsored by the McGregor Fund of Detroit and the National Social Welfare Assembly. Professor McConnell was accompanied by Professor Duncan MacIntyre and secretary Lou Crews, both of whom helped with conference publicity.

Professor Wayne Hodges of Public Relations has been recruited as a member of the Ithaca Community Chest's public information committee.

Karl Otto Mann, doctor's degree candidate, began work February 1 as labor economist with the Wage and Hour Division of the U. S. Department of Labor. Karl is a graduate of American University, Washington, D.C.

Mrs. Roberts Halporn of the Human Relations Department directed rehearsals of "Folksay", a group dance featured at the annual concert of the Cornell Dance Club February 8 and 9. "Folksay" is a group dance based on folk songs and poetry by Carl Sandburg. Roberts, who used the von Laban system of dance notation in notating the movement score of "Folksay", recorded the dance for her master's thesis at New York University.

Roberta is working under the Dance Notation Bureau of New York toward a diploma as a professional notator.

AGIAN OF THE WEEK

A petite dark-haired girl of unusual versatility is proving indispensable to Professor Lynn Emerson in the preparation of his current project - a manual on the preparation of written instructional materials. Although Ruth Petry came last fall to lend a hand for only a few weeks, her stay has been prolonged to help prepare the manual, containing more than 300 pages and 200 drawings, for the printer.

Ruth, born in nearby Syracuse, is the daughter of Professor Loren Petry of the Botany Department and well-known to most Cornell students. A graduate of Radcliff with a geology major, Ruth has such varied interests it is difficult to say where her vocation ends and her avocation begins.

A plane - with or without a motor - is her first love. For years she has owned a "cub" plane which she learned to fly at the local airport. During the early part of World War II she took the Civilian Pilot Training course in Ithaca. Parallel with this is her interest in gliding. She and her father have attended and participated in gliding meets at Harris Hill near Elmira for a number of years. During the summer of 1950 she won first place in the women's national soaring meeting in Texas.

On her first job - a secretarial one with Cornell's Ag extension division - Ruth piloted her boss, a Soil Conservation staff member, on aerial photography jaunts. From there she went with Anaconda Copper as secretary to a mining engineer. Then followed a period as Link trainer operator for Pan American.

When the recent war came along, Ruth joined up as a WASP (Women's Airforce Service Patrol). Stationed in Texas and Alabama she performed engineering test flights, ferried planes and army "brass". For the most part she piloted single placed twin-engine planes.

After the war Ruth and her brother, a pilot for TWA, operated an aerial photography service on Long Island. She used her cub in which her brother rigged up a special camera. Their clients were principally real estate agencies.

For the past three years Ruth has worked on an aviation research project for the Cornell Medical School.

Ruth has a natural mechanical inclination which serves her well when confronted with a knotty problem. For instance, while using the proportional spacer in her present job, she was unable to read the tiny type. Borrowing a magnifying glass from her dad's department, she rigged it above the type, neatly solving the problem.

Right now Ruth's eye is on the soaring meet in Texas next August. She only hopes her job schedule will fit into the dates of the meet.

When queried on solo trips she has made, Ruth tells of the occasion, when working on-campus, of a friend asking her if she could ferry his plane to San Antonio, Texas. With her employer's permission, she took off next day and delivered the ship safe and sound.

In addition to flying, Ruth knits, repairs and re-upholsters the family's furniture, spends vacations on Cape Cod with the family and enjoys tinkering with engines. She has also made trips to the Caspe Peninsula to study rock formations.