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For Our Information, May & June 1955, Vol. VII, no. 9-10

ILR School, Cornell University

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For Our Information, May & June 1955, Vol. VII, no. 9-10

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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SAVE THE DATE!

Tuesday, May 24
for
ILR Spring Picnic
at
Taughanock State Park
4:00-8:00 p.m.

Vol. 7, No. 9

May, 1955

FRANCES PERKINS TO SPEAK

Miss Frances Perkins, former Secretary of Labor in President Roosevelt's cabinet, has accepted the invitation of the local chapter of the Industrial Relations Research Association to speak on campus May 19. Her topic, "Future Responsibilities of the American Labor Movement," will be presented at 4:15 p.m. in 101 Phillips Hall.

Miss Perkins served in the Cabinet from 1933 to 1945 and was the nation's first Secretary of Labor.

She has served also as a member of the Board of Economic Stabilization of the War Manpower Commission and the Federal Advisory Board for Vocational Education. Miss Perkins was chairman of the President's Committee on Economic Security.

Her most recent book is "The Roosevelt I Knew," her recollections of FDR during the years she served on his Cabinet.

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

TRAINING INSTITUTE NEXT MONTH

The Fifth Annual Institute for Training Directors will be held on campus June 6 to 10. The five-day conference, with an anticipated attendance of 100, is designed to meet needs of both experienced industrial training personnel and persons new to the field.

Each day will start with a general meeting, followed by three concurrent sectional sessions, morning and afternoon. These sessions will deal with such specific phases of training as Determining Training Needs, Effective Training Methods, Evaluating Results of Training, and Developing and Using Instructional Materials.

Prof. John Brophy is program chairman.

PROF. WINDMULLER TO ATTEND
ICFTU CONGRESS

Prof. John Windmuller will fly to Vienna May 16 to attend the fourth biennial Congress of the International Confederation of Free Trade Unions May 20 to 28.

He attended the ICFTU Congress in Stockholm two years ago.

Prof. Windmuller is coordinator of the School's Institute of International Industrial and Labor Relations and is author of the Cornell International Study, "American Labor and the International Labor Movement 1940-1953."

PROF. BROOKS GOES TO B&PA

Prof. Earl Brooks has been appointed professor in Cornell's graduate School of Business and Public Administration. He will direct development of B&PA's special service program for industry and government.

Since 1947 Prof. Brooks has been on the ILR faculty, teaching courses in personnel management and conducting courses in executive development and special on-campus programs.

Before coming to Cornell, Prof. Brooks was personnel officer and training officer in several organizations including the U. S. Forest Service and the Department of Labor. During World War II he was training director of the Air Service Command of the Air Forces. He has had extensive experience as a personnel consultant.

He was graduated from Bowling Green State University. Last winter Bowling Green named him alumnus of the year. He received his master's degree from American University.

He has written "In-Service Training of Federal Employees," "Facts and Figures for Collective Bargaining" and numerous articles.

FATHER KELLEY SCHOLARSHIP AWARDED

Miss Kathleen Agnes Fenley of Oceanside, N.Y. has won the \$1,200-a-year Father William J. Kelley Scholarship to the ILR School. The award is sponsored by Local 3, International Brotherhood of Electrical Workers, AFL.

Announcement and presentation of the award were made April 20 by Prof. C. Arnold Hanson, following luncheon at the Waldorf-Astoria Hotel attended by the union officials, Cornell faculty, management representatives from the building trades, and other applicants for the scholarship. Father Kelley, in whose honor the scholarship is named, addressed the meeting.

Miss Fenley is the daughter of John Fenley, a member of Local 3, IBEW, and is a senior at St. Agnes Academic School, Rockville Center, N.Y.

SHORT COURSE OPENS

The fifth Cornell four-week course in "Human Relations in Administration" with 15 executives enrolled got under way Sunday, with "The Management Process" as the week's topic. Prof. Ralph Campbell is unit coordinator. Week's outside speakers include John J. Corson, of McKinsey and Company; William C. Decker, President, Corning Glass Works; Dr. Henry Bund, Research Institute of America; and Raymond S. Perry, President, Federal Telephone and Radio Company.

The ILR program, which Prof. F. F. Foltman directs, is described in the April, 1955 "Industrial Bulletin," published by the State Department of Labor. The article points out that each ILR "short course" profits from the precedings ones because agendas and discussion materials are continually revised.

RALPH JAMES GOES TO INDIA

Grad student Ralph James leaves for Bombay, India later this month to undertake a year's research on labor's opposition to rationalization in the Indian cotton textile industry. He will have an ILR travel grant to complete his doctoral thesis. His study will be under the direction of Profs. Arnold Tolles and Gardner Clark.

In India James will interview employees, union leaders, government officials, and visit factories. Since his stay at ILR James has become interested in underdeveloped countries of the world. He graduated from Oberlin College and received his master's from the University of Wisconsin.

James' wife plans to join him at a later date.

FACULTY & ALUMNS MEET AT IARRA

A goodly contingent of ILR faculty met ILR alumni at the recent annual spring IARRA meetings in Philadelphia April 29-30. The Philadelphia alumni chapter arranged a breakfast get-together at the University on Saturday morning, April 30, with the following attending: (alumni) Paul Yager, chapter president; Gladys Waltcher Gershenfeld, vice-president; Herbert Mintz, Michael Puchek, Gerald Feldman and Joseph Flynn; (from Cornell) Profs. Robert Raimon, Arnold Tolles, Robert Ferguson, Jean McKelvey, Leonard Adams, Vernon Jensen, Oscar Ornati, Fred Slavick, Riley Morrison; and ILR alumni president Bernard Lampert. Former ILR faculty James Jehring (and wife) and Martin Estey were also present. Attending the meetings but not the breakfast were Eleanor Emerson, Alice Cook, alumni Fred Golub and grad student Ralph James.

According to Prof. Ferguson, one of the meeting sidelights was a desk in the hotel lobby manned by Gladys Waltcher Gershenfeld of the Philadelphia alumni chapter.

PROF. JENSEN TEACHES STEWARDS

Prof. Vernon Jensen is currently teaching a semi-weekly extension course in Techniques of Grievance Handling for stewards of Local 1277, U. S. Steelworkers of America (Crucible Steel, Syracuse).

CHOSEN TO MORTARBOARD

In recognition of scholastic ability, eight ILR undergrad women were honored by Mortarboard, Cornell senior women's honorary: Sheila Abramson '55, 86.11; Estelle Dinerstein '56, 91.25; Phyllis Dubbs '56, 83.12; Dorothy Gibson '58, 79.70; Rochelle Krugman '57, 80.30; Renee Miller '55, 86.27; Naomi Spatz '56, 86.10; and Eleanor tum Suden '58, 82.20.

SCHOOL ADVISORY COUNCIL TO MEET

The School's Advisory Council will meet on campus May 26 and 27. The agenda calls for a discussion of implications of ILR School Programs for Community Problems in New York State, with brief presentation of selected projects.

PROF. KONVITZ AWARDED FELLOWSHIP

Prof. Milton Konvitz, under a fellowship awarded by the Fund for the Republic, will make a study of the Bill of Rights of the United States Constitution. The Fund for the Republic is an independent non-profit corporation established to promote the principles set forth in the Declaration of Independence, the Constitution, and the Bill of Rights.

BOB FAY AWARDED BNA INTERNSHIP

Bob Fay, ILR junior, who lives in Ithaca, has been awarded the Bureau of National Affairs Summer Internship. The internship, which pays \$500 is awarded annually to a student in the School who has good scholastic grades and an active interest in the editorial field. Fay will spend ten weeks this summer working in the editorial offices of the Bureau in Washington.

Fay, on the news board of the Cornell Sun, is also on the Widow staff.

GRAD BALL TEAM WINS

With a 10 to 4 win over the Biochem Grads and a 8-7 win over Poultry, the ILR grad softball is off to a flying start. Pete Fornal as pitcher goes the full route; Stan Rasch provides the heavy batting work with two homers and a triple in the first two games. Manager (and player) Bob Levinson has his sights on an undefeated season.

STUDENTS VISIT TRAINING CENTERS

Last week 24 students from Prof. Brophy's classes in ILR 530 and 364 spent three days at training centers in the Metropolitan area. Traveling by chartered bus, they were Tuesday guests of the Port of New York Authority, and Wednesday guests of GM's training institute at North Tarrytown. The latter is one of 30 centers being constructed by GM at a cost of \$30,000,000. Thursday, wind-up day, was spent in Elizabeth, N.J. at Esso's Training Center.

EXTENSION SECRETARIES ON CAMPUS

Secretaries from the School's three district extension offices - Gladys Anzel of the New York Metropolitan office, Peg Haynes of the Capital District (Albany) and Betty Williams of the Western District office in Buffalo - spent April 27 and 28 on campus, meeting informally with resident extension staff. During their stay approximately 20 ILR secretaries lunched at Willard Straight with the visitors.

ILR'ERS ATTEND CU STUDENT COUNCIL BANQUET

ILR was well represented at the annual banquet of the Cornell University Student Council April 26 at the Ithaca Hotel. Prof. Mark Perlman was principal speaker on "The Role of Student Government."

ILR students attending were, (representing 1954-55 officers) Gill Boehringer as Council president; George Riordon as senior president; Paul Hyman as public relations director; Don Crane as ILR Student Council president; Judy Morrison representing Women's Self Government Association; and (1955-56 officers), Richard Metzgar and Burt Anderson, representatives at large; John Dempsey as junior president; Richard Metzgar as freshman president; and Bob Safford of the ILR Student Council. "Friends of the Council" included ILR students John Brown, Dick Schaap and Tad Slocum.

REPRINT #31 ISSUED

Reprint #31 has been added to the School's series. Titled "Educational Principles and Training Manuals," by former ILR Professor Lynn A. Emerson, the reprint is of Chapter II of Prof. Emerson's book "How to Prepare Training Manuals."

TWO FACULTY HONORED

Faculty of ILR held a "Meet the Authors" party Tuesday, April 19 in Statler Hall to honor two of its members. ILR authors selected for special citation were Profs. Mark Perlman and John Windmuller - the former for his recent book "Judges in Industry: A Study of Labor Arbitration in Australia," and the latter for "American Labor and the International Labor Movement, 1940-52."

The School's Committee on Research and Publications, with Prof. N. Arnold Tolles as chairman, was in charge of arrangements.

SPRING PICNIC HELD

Despite a rainy, windy day about 70 picnic-hungry ILR'ers and their families showed up for the grad student-sponsored Spring picnic, Sunday, April 24 at Upper Enfield. Food-a-plenty, with Gene Carrara as chef and a choose-up softball game with Sinah as pitcher, featured the outing. Thanks goes to Al Bella, Jack Leonard, Pat Hedges, Stan Masch and Gene Carrara for their work.

REPORT FROM ISRAEL

Via Prof. Brophy we have word of Prof. Lynn Emerson's safe arrival in Tel Aviv, where he is working as vocational education consultant on Project Israel. Lynn reports that he and Mrs. Emerson are nicely located (pending the arrival of their goods) in a one-room apartment in the government-leased Neoth apartment building. Stores are nearby and they have made many acquaintances among American staff. Weather so far has been very nice - warm sun and cool air.

They already have seen the Galilee region and quite a bit of Tel Aviv, a city mostly of new apartments. Prof. Emerson finds that driving in the city, except on Shabath, to be quite an experience - only two traffic lights in town, no stop signs, and most pedestrians by preference walking in the streets.

The vocational school program in Israel is under the supervision of the Ministry of Labor. New centers are being established with U. S. aid. Lynn finds ORT (Organization for Rehabilitation through Training) schools especially careful in their selection of trainees and holding high standards. One of his immediate tasks is to work with ORT in developing a basic training program for immigrants with little educational background. He finds many of the newer immigrants come from such underdeveloped areas as North Africa where they've had little opportunity to get acquainted with basic hand tools.

Prof. Emerson ends with the wish for arrival of his equipment, not only household goods and car, but also his tape recorder. He claims he's scarcely seen the recorder, since it was packed the morning after the Willard Straight party.

He sends regards to all the fine folk at ILR.

SPRING STAFF LUNCHEON HELD

The Spring luncheon for ILR non-professionals was held last Thursday at Willard Straight's Kimball Room with 32 present.

Staff Organization Chairman Dorothy Johnson introduced new members' (since the last luncheon) and named those who were leaving.

Leaving this month are:

Sally Gilbert, secretary to Profs. Ornati and Perlman. She is returning to her home in Tennessee with no immediate plans beyond taking a few months off.

Rita Freeman, secretary to Mr. Morrison. The Freemans will live in northeastern Indiana where her husband, a June Vet graduate, will enter veterinary practice.

Joan Walsh of the library staff.- to await the arrival of an heir. Husband Dan is an ILR undergrad, class of '57. (Son arrived early this past weekend.)

MAXINE CRISPELL MARRIES

Maxine Crispell of Slaterville Springs, secretary to Profs. Harris and Raimon, was married at 2:30 p.m., Saturday, April 30 in the Brooktondale Baptist Church to Erwin Heffron of the Coddington Road. Following the ceremony, a reception for relatives and friends was held in the church parlors. The couple will make their home in Slaterville Springs, after their return from a southern trip.

NEW STAFFER

Diane Barkdoll is a newcomer to ILR's steno pool. An Ithacan, Diane has worked as secretary in the Home Ec College, and for the Miami, Fla. Community Chest. She has also done sportswear modeling. As a Miami Beach beauty contest winner, she visited Hawaii, and stayed on to do more secretarial work and modeling. She was chosen Miss Waikiki of 1955. Back home, she still has a yen to travel.

PEOPLE ARE WONDERFUL

Prof. John McConnell is one of a staff of 20 specialists who worked five years on a recently published "Twentieth Century Fund economic study, "America's Needs and Resources: A New Survey."

Last month Prof. McConnell participated in the 25th anniversary meeting of the Eastern Sociological Society in New York. He chaired a symposium on "Opportunities for Sociologists outside of Colleges."

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Grace Horton of the library has just returned from a six-week vacation spent visiting relatives and friends in Washington and Texas.

Catherine Howard, secretary to Prof. Ferguson, and her mother are touring Florida for three weeks.

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Prof. Ralph Campbell of Extension Division attended a convention of the National University Extension Association at Pennsylvania State University May 1 - 4.

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Prof. Harlan Perrins of Extension would like to find a good home for a month-old kitten. Al Smith, too, can spare a couple.

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Prof. Maurice Neufeld spoke recently on the history of the international labor movement in this country to member of Local 241, IBEW.

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Marilyn Cooper Case, former secretary to Riley Morrison, has been spending some time in Ithaca between her husband's army assignments in El Paso, Texas and Anchorage, Alaska.

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The library staff has received word from Nancy Edelman, now touring Europe, indicating that she's enjoying herself.

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An article, "Human Relations Training and the Stability of Leadership Patterns" by Prof. Edwin Harris appeared in the February 1955 issue of "Journal of Applied Psychology."

Gordon Voss, doctoral candidate, plans to return for the summer to the Duluth Branch of the University of Minnesota to direct a program in industrial education.

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Profs. John Brophy and Felician Foltman spent April 28 at the Rome Air Force Base for a one-day session with 70 base and industrial representatives. The previous day Prof. Brophy met with the management group of the Zirconium Metals Division, Carborundum Company to discuss management development as a basis for a future series of meetings.

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Dean Catherwood will speak in Buffalo May 14 at a Conference on Community Living; he will address the Buffalo Cornell Club May 23.

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Dick Gordon and family have moved to a new address at 1450 E. Park Road, Grand Island, N.Y. Dick is extension district representative for ILR's Western New York office in Buffalo.

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Prof. Oscar Ornati has had two articles published recently: "Wages in Industry," in University of Chicago's Economic Growth and Cultural Change (March, 1955); and "Legal Protection of Labor in Contemporary India" in the March, 1955 issue of Labor Law Journal.

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ILR grad student Jack Leonard's paper on "NLRB Policy with Reference to the Employer's Duty to Supply Economic Data for Collective Bargaining" will appear in the June, 1955 Labor Law Journal.

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Prof. Milton Konvitz contributed an article, "The Aim of Liberal Education" to the special 75th anniversary edition of the Cornell Daily Sun, April 16.

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Prof. Alpheus Smith has a busy month ahead. On May 11 he's speaking at the ILR senior banquet; on May 18 at the first dinner meeting of the Capital District alumni chapter; on May 23 at a dinner meeting in Ithaca of the Regional Associated Industries of New York State; and on May 31 before the Cornell Club of Dutchess County in Poughkeepsie.

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Prof. Duncan MacIntyre discussed the Guaranteed Annual Wage at a meeting of the ILR Staff Organization May 2.

WOMAN OF THE WEEK

Although Kay Spinney, head of the Library's Catalog Unit, was born in Yarmouth, Nova Scotia, she loves America and Americans. She is making her permanent home here and her mother lives with her part of the year.

Her fondness of the outdoors, however, is the result of a childhood spent in Canada. She golfs -- and hopes someday soon to break the golfer's magic number:100.

She doesn't stop there, however. She is also an ardent swimming, and hiking fan. Her frequent walking companion is Miss Ida Siccama, a grad student from Holland. Ida, with Kay, believes that "strolling" is a noble and gentle art, and not nearly as archaic as native Americans would make it.

Chatty and vivacious, Kay attended Dalhousie University and took McGill University's library science course. On a scholarship she studied at University of Toronto for a year.

In 1940, Kay began working in New York City for Layard Freres, a Wall Street investment firm. After the war started, she returned to Canada and worked for Defense Industries, Ltd.

Canada created many JIT-type programs during the war. Like the United States, the Canadian government was responsible for training personnel to work in the Canadian defense program.

From scratch Kay began a program that soon became a reference source for war-time services in industrial relations. It even included a traveling library! The organization's work was conducted from a central office which serviced 26 plants.

One management asked Kay about ideal waterway locations for selection of a plant site. Another firm asked her about community relations for plant towns. Somehow Kay always found the information and always supplied answers to the wide range of questions asked of the service.

After the war Kay continued the same type of work for a private organization, Canadian Industries.

Since 1950, Kay has continued to live in the States. It's the U.S. high standards (she didn't say for what) which makes this country so attractive to her, she reports.



RISLEY HEADS RETAIL STUDY

Under the direction of Prof. Robert Risley, the ILR School is undertaking a survey of personnel policies and practices of retail stores in New York State. Included in the study will be investigation into the extent of unionization and provisions of collectively bargained contracts. The New York State Council of Retail Merchants is cooperating with the School in the project.

The survey will provide, in addition to a current status report, basic data concerning present operations and problems as background for further, more intensive research. Findings of the survey will be made available in printed form, and will include data on personnel policies and practices by type of store, size, locality and other pertinent classifications. Data on the extent of unionization and nature of contract provisions also will be published.

The study will permit store managements to compare their policies, practices and contract provisions among themselves, and will provide information concerning such provisions on a broader, statewide basis.

It is planned that the materials from the survey will also be used in conducting institutes and clinics for retail management, both on campus and in various communities throughout the State.

ILR COVERS THE WATERFRONT

The School's educational venture with the International Longshoremen's Association (Ind.) has now expanded into a second local. Local 920, operating on Staten Island with ocean freighters at the Stapleton Piers, has joined Local 856 in seeking educational help from ILR School for its stewards. This second course follows a pattern of the first, concentrating on training of stewards in grievance procedure.

Local 856, under the leadership of Fred R. Field, Jr., has added English classes for Spanish speaking Puerto Ricans. The New York Shipping Association, through its acting chairman, Alexander P. Chopin, has expressed its satisfaction with the work the School is doing with ILA; and there has been some discussion of similar courses for pier superintendents.

Walter A. Maggiola, an old-timer in ILR extension and a top mediator for the Federal Mediation and Conciliation Service, has been teaching the exten-

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sign course for Local 856. Leonard Lurie, a National Labor Relations Board field examiner, is the instructor for the Local 920 course.

The ILR ventures on waterfront have resulted in a great deal of publicity in the metropolitan papers. Lois Gray, ILR Metropolitan district director, has been arranging the programs in consultation with Dean Catherwood and Prof. Smith.

TRAINING INSTITUTE OPENS

Approximately 90 training specialists will hear the opening luncheon speech by George B. Parker of Daystrom Instrument Division on "What an Executive Expects from the Training Department" at the fifth annual Institute for Training Specialists June 6.

Monday afternoon will be given to a problem census in which participants divide into four groups to explore their week's field of concentration. A picnic at Taughannock State Park will wind up the first day.

After an opening address by Prof. Alpheus Smith, Tuesday's workshop sessions will get under way with Prof. Edwin Harris, Claude Connally (ILR graduate student), Carlton Dwight of Scintilla Division, Bendix Aviation, C. T. Schrage of New York Telephone Company, and Edmund H. Plant of Eastman Kodak serving as leaders.

Other outside conference speakers include Thomas Waaland of Corning Glass; S. J. Ciciarelli of the Manufacturers Association of Syracuse; Gordon Lovell of IBM. E. R. Chappell of Esso's Training Division will be concluding luncheon speaker Friday, June 10.

Remaining workshop discussants are Cecil Garland of Corning Glass; Ed Martin, ILR '49, of Koppers Company, Howard Pilkey of Carborundum Company; Nelson Hurbach of the State Education Department, Thomas Miller of Eastman Kodak, Charles Foreman of United Percal Service, and Cornell faculty members Elmer Phillips, Marvin Glock, F. F. Foltman, John Brophy and Robert Risley.

TWO FACULTY LEAVE

Two ILR faculty members are leaving to accept other positions. Prof. J. E. Morton will be Chief Statistician and Head of the Office of Special Studies of the National Science Foundation, Washington, D. C. This fall Prof. Mark Perlman will become a member of the faculty of the Department of Political Economy, The Johns Hopkins University. He also will be affiliated with the industrial relations history project at Harvard.

Prof. Morton was one of the first staff members of the School and was mainly responsible for setting up the statistics program offered by ILR. He spent his sabbatic leave in 1954 as consultant for the National Science Foundation. Since he has been at ILR he has also served as Director of the American Statistical Association Survey of Statistical Operations for the Bureau of Mines, as Chief, Statistical Research and Development Staff, HHFA, and as lecturer at the USDA Graduate School.

Prior to coming to Cornell in the spring of 1947, he was professor and acting head of the Department of Economics and Statistics at Knox College. He received his Jur. D. at Charles University, Prague, and his D. Sc. from University of Geneva.

Prof. Perlman, before coming to ILR in 1952, was on the faculty of the University of Hawaii. He has taught at Princeton, Columbia and Michigan State. He is author of a book "Judges in Industry: A Study of Labor Arbitration in Australia" (1955). Prof. Perlman made the study as a fellow of the American

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Social Research Council, and in 1952 made a second trip to Australia under an American Philosophical Society Grant.

Prof. Perlman has a bachelor's and a master's from Wisconsin and received his Ph.D. from Columbia.

SHAW TO GO TO U. OF FLORIDA; SIMON REPLACES HIM

ILR's reference librarian, Bradford Shaw, has resigned his position to become librarian for the Raymond E. Robbins and Margaret Dreier Robbins Memorial Library in Brooksville, Florida. With 8,000 volumes left by the Robbins to the University of Florida as a base, Mr. Shaw intends to build up a research library in the field of industrial and labor relations. (Mrs. Robbins was the first president of the National Women's Trade Union League.)

Mr. Shaw did his undergraduate work at Colby College and received a library of science degree from Pratt Institute. Before coming to ILR he was librarian for the New York Chapter, American Institute of Banking.

The Shaws will live in the house which contains the Robbins collection. They plan to leave Ithaca around June 10 for a month's visit with relatives in Maine and Connecticut.

Bob Simon, MILR '55, will replace Shaw as Reference Librarian. After his graduation from the College of the City of New York, Simons worked for a year in ILGWU's first training institute. He has served as graduate assistant in the preparation of the library's "Abstracts and Annotations."

SUMMER SCHOOL COURSES SET

The 1955 ILR Summer Session catalogue, announcing one-week seminars and workshops as well as regular six-week credit courses in industrial and labor relations and in industrial education, is available.

One-week seminars are scheduled as follows:

<u>Date</u>	<u>Conference</u>	<u>Instructor</u>
June 20-24	Problem-Solving Conferences	R. Risley
June 20-24	Employment Stabilization Issues & Problems	V. Jensen
June 27-July 1	Developing Human Relations Training Materials	F. Miller
July 11-15	Health, Welfare, and Pension Plans	J. McConnell
July 11-15	In-Plant Communications	W. Hodges
July 18-22	Community Relations for Business and Industry	W. Hodges
July 25-29	Personnel Selection and Placement	E. Harris
Aug. 1-5	Organizational Uses of Effective Talking & Listening	F. Miller
Aug. 8-12	Improving Appraisal & Development of Supervisors	E. Harris

Six-week credit courses, beginning July 6, include:

<u>I&LR</u>	<u>Course</u>	<u>Instructor</u>
260,	Personnel Administration	Robert Risley
293,	Survey of Industrial and Labor Relations	Mark Perlman
400,	Collective Bargaining Today	John Windmuller
442,	Economics of the Labor Market	Robert Ferguson
461	Supervision of Personnel	John Windmuller
472	Social and Labor Legislation	John McConnell
<u>Industrial Education</u>		
364	Training in Industry	John Brophy
631	Seminar in Industrial Education	John Brophy
632	Administration of Industrial Education	George Morgenroth & Ronald Kent
636	Methods and Materials in Adult Education	" "

CUTLIP REPLACES HODGES FOR A YEAR

Professor Wayne Hodges will devote full-time next academic year to a study of industrial community relations in Syracuse. This project is being financed by some half dozen corporations.

Replacing Prof. Hodges for the year will be Scott Cutlip, Associate Professor at the Wisconsin University School of Journalism. Prof. Cutlip has been at Wisconsin for 12 years serving as assistant to the President and as a member of the Political Science and Journalism faculties. He has done some research in the field of industrial communication. Among his writings is a textbook in public relations widely used throughout the country.

TWO BULLETINS APPEAR

Two new bulletins, Nos. 29 and 30, have been added to the School's list of publications. No. 29 is "Streamlining the Local Meeting" by Prof. George Strauss of the University of Buffalo (formerly of ILR); No. 30 is "American Labor Unions" by Reed Richardson, on leave from the Economics Department of University of Utah and an ILR doctoral candidate.

Reporting on three years of intensive research, Prof. George Strauss states that the local union membership meeting is the union members' basic guarantee of democracy. He says that it is more realistic to attempt to increase the core of "regulars" who are active and attend meetings than to try to attain perfect attendance. The author attended more than 200 local meetings in more than 30 union locals.

In his pamphlet, written to aid teachers in presenting current labor issues by outlining union development in America, Richardson describes the growth of unions from the beginnings of the labor movement to their present strength of 15-17 million members. He discusses the rise of the internationals and the federations and he evaluates their power.

GRADUATION ACTIVITIES

An alumni breakfast buffet and a Commencement Day luncheon for graduates and guests will be ILR's contributions to Commencement weekend. The reunion breakfast for alumni and faculty will be Saturday morning, June 11, between 8:30 and 10:00 a.m. in the ILR faculty lounge.

On Monday, June 13, following graduation exercises, a buffet luncheon will be served to ILR graduates, friends, and faculty in Room 50 and adjacent room.

This year the ILR class of 1950 will hold its five-year reunion. The class of 1952 will hold its "baby" reunion.

REPRINT ISSUED

Prof. Edwin Harris is co-author of Reprint #32 in the School series. Titled "Human Relations Training and the Stability of Leadership Patterns," the piece appeared in Vol. 39, No. 1, 1955 of "Journal of Applied Psychology."

CAPITAL DISTRICT OFFICE MOVES

The School's Capital District Office has moved its Albany headquarters from Washington Avenue to 11 N. Pearl Street. Walter Broderick is the Capital District representative, and Alex Hawryluk is assistant representative. Both are ILR graduates.

STUDENTS NAMED TO HONORARIES

ILR students last month named to Cornell honoraries are: Scabbard and Blade (National ROTC): John Dudanich '56 and Richard Metzler '56; Quill and Dagger: Donald Crane and Roy Mitchell; Sphinx Head: Burtram Anderson and Keith Rowan. The two latter societies are senior men's honoraries.

PLANS OF JUNE GRADUATES

The following June graduates expect to receive commissions and to be called within a few months:

Gerald Braverman - September 1955
Robert Clingan - about August 1
Donald Crane - July 5
Edward Faber - July 18
Louis Fuller - about December 1
Raymond Gilbert - July
Ted Slocum - January 1956
Roy Tellini - July

Lee Fingar expects to be drafted soon. If he isn't drafted, he plans to enter graduate business school;

Arnold Mende expects to be drafted in August.

The following graduating seniors have announced their plans:

Sheila Abramson plans to be married in July.

John Brown will enter the Graduate School of Education, Colgate University, specializing in Student Personnel Administration

Stanley Cohen plans to enter Harvard Law School in the fall. He has a full tuition scholarship.

Nancy Eisenberg is being married to Richard C. Grabow.

Steven Goldsmith will attend the Johns Hopkins School of Advanced International Studies in Bologna, Italy. He will specialize in comparative labor.

Paul Goodman will enter Harvard Graduate School, Division of Arts and Sciences, to study history. He has been granted a fellowship.

James Hamill will be consumer representative, Scott Paper Co., Chester, Pa.

Alan Kaye will enter Columbia University Law School.

Barbara Loreto will spend the summer in Europe. She plans to be married in the fall.

George Riordan will attend Columbia University Law School. He has been commissioned and expects to be called into the Air Force next February.

Donald Roberts plans to enter University of Buffalo Law School.

Richard Schaap plans to enter Columbia School of Journalism where he received a Grantland Rice Fellowship. He will also work as research reporter for Sports Illustrated.

Jerry Schurmeier will become management trainee for Northern Illinois Gas Co., Bellwood, Ill.

Jay Schwartz plans to attend University of Chicago Law School.

Martin Siegel plans to attend Hebrew Union College where he will study to be a rabbi.

Robert Stockwell has taken a job as Production Supervisor at General Electric in Schenectady

Mary Zuazua plans to travel in Europe this summer.

(more)

Plans of graduate students

Ray Brown has accepted a position with the Southeastern District office, Amalgamated Clothing Workers of America in Atlanta, Ga., doing organization and education work.

Myron Miller has taken a job as industrial relations trainee at Westinghouse Electric Corp., Pittsburgh.

Ted Newman expects to be drafted in October.

Al Peevers plans to spend the summer job hunting in the West.

Cacilie Quetsch will return to Siemens-Schuckertwerke, Erlangen, West Germany, where she was formerly employed. She will help prepare training programs for executives. Until she leaves at the end of June she will tour the country.

Ida Siccama, after a summer traveling throughout the country and attending the conference on Group Dynamics at Bethel, Maine, will return to her position as Assistant Personnel Manager, de Byenkork (The Bee Hive) in Amsterdam.

Art Siegel, MILR candidate, has been called to active duty in the U. S. Air Force June 15. He will be stationed at Stewart Air Force Base, Newburgh, New York.

SENIOR BANQUET HELD

ILR's first senior class banquet was held May 11 at Hotel Ithaca's Dutch Kitchen with most of the class present. Program included a welcome by Student Council President Don Crane, the class will by Arnold Mende, class history by Howard Fink, and remarks by Dean Catherwood, Prof. Alpheus Smith, and seniors Judy Morrison and George Riordon.

ADVISORY COUNCIL MEETS

The School's Advisory Council held a two-day meeting May 26 and 27 to hear reports on School projects related to New York State communities. After an introduction by the Dean, nine faculty people reported on their projects as follows:

Worker Adjustment to Industrial Change: A Case Study of the Auburn Labor Market - Leonard Adams

Education for Labor Participation in Community Affairs - Alice Cook

The Interest of Local 3, IBEW, in Community Activities - Maurice Neufeld

Selected Collectively Bargained Health and Welfare Programs - Fred Slavick

The Changing Job of the Hospital Administrator - Temple Burling

Personnel Practices of Retail Stores in New York State - Robert Risley

Industrial Participation in Community Affairs in Syracuse - Wayne Hodges

Wage Relationships and the Supply of Skilled Labor - Robert Raimon

An Educational Program for Longshoremen - Lois Gray

ADVISORY COMMITTEE ON LABOR EDUCATION MEETS

The School's Advisory Committee on Labor Education met on campus May 20 with ILR extension staff. The group discussed summer labor conferences, and planning and reporting extension labor programs.

ILR STAFF CHANGES

Several secretaries are leaving ILR at the close of the school year; some replacements have been announced.

Leola Avery, secretary to the Dean for the past six years, has resigned to try the sunny climate of California. Lee and a sister now working in Johnson City plan to en train for Long Beach the third week in June. They will join a former apartment-mate of Lee's and look for jobs.

Marie Hanks of the stenographic pool plans to leave sometime this month or next to join her husband Hank when he completes Army basic training at Ft. Dix.

Barbara Lindner, secretary to Profs. Clark and Windmuller, will take three-months maternity leave sometime within the next few weeks.

Betty Liechenstein, secretary to Visiting Professor David Cole, plans to return to Paterson, N.J. within the next ten days.

Ginny Wallace, with five years' of service as secretary to Profs. Brophy and Gormly Miller, will shortly move to Frederick, Md. Husband Lee, a June Vet College graduate, will enter veterinary practice.

Betty Woolcott, Extension secretary, will also live in the south. Her husband will become assistant professor at University of Richmond. He received a June Ph.D. in vertebrate zoology.

Georgia Youngman, secretary to Prof. Risley, and husband Stan, a June Ag College graduate, will move to Buffalo June 10. Stan will enter a training program with the Manufacturers and Traders Trust Company, Buffalo. Her address will be 351 Cayuga Road, Cheektowaga, N.Y.

Mrs. Rae De Angelis (formerly of Chillicothe, Ohio) has replaced Sally Gilbert as secretary to Profs. Ornati and Perlman. Rae has been employed in the Cornell Colleges of Ag and Home Economics and has worked as secretary in an Ohio VA hospital. She has a son attending Ohio State and a daughter in Ithaca.

Bonnie Gavitt has moved from her former position in the Materials Lab to replace Rita Freeman as Riley Morrison's secretary.

Emogene Stanton, until recently unassigned, will replace Ginny Wallace as Prof. Miller's secretary in the library.

Mrs. Doris Smith will become secretary to Dean Catherwood. Since her February graduation from the College of Home Economics Doris has served as Prof. Brooks' secretary.

PICNIC HELD SUCCESS

About 90 ILRers in picnic mood polished off quantities of hot dogs, potato salad, baked beans, potato chips, ice cream, and drinks Tuesday, May 24 at Upper Buttermilk State Park. The weather man cooperated with a mild day. Two games of softball and several bouts of volley ball were enjoyed by players and kibitzers.

A double vote of thanks goes to Dick Jacobstein and Al Bella for their devotion to providing food and drink, according to social chairman Lee Eckert. Committee chairmen were: Betty Matheney, park committee; Wayne Hodges, transportation; Fred Slavick, tickets; Al Bella, drink; Dick Jacobstein, food; Robert Simon, entertainment; publicity Lee Eckert; and Oscar Ornati, clean-up.

MRS. MATYCHAK HEADS AUDIO-VISUAL LAB

Under the direction of the library, Mrs. Eleanor Matychak will be in charge of the Audio-Visual Laboratory. Before assuming this responsibility, she worked part-time for the Lab. Jerry Rounds and Russ Hovencamp are currently learning to operate the projection machines.

PEOPLE ARE WONDERFUL

"B.J." Edwards, graduate records clerk in Resident Instruction, is planning to teach fifth grade at Kings Ferry Central School next fall. She will take summer courses at Cornell to help prepare her for teaching.

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Mrs. Rita Freeman, former secretary to Riley Morrison, gave birth May 13 to a 6 lb. 13 oz. daughter, Melissa Fern.

Joan and Dan Walsh are parents of a son, Daniel born May 7. Until recently Joan was a ILR library clerk.

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Prof. Felician Foltman will teach a two-week course (August 1-12) in "Industry, Labor and Government in a Democratic Society" at the summer session of State Teachers College at Fredonia.

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Tad Slocum, ILR senior, as chairman of Cornell Spring Day festivities, had the privilege of crowning the Spring Day queen.

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Prof. Arnold Hanson and family will leave Ithaca shortly for a five-week motor trip to California to visit friends and relatives and to see points of interest en route.

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Lee Eckert and Wayne Hodges will be in Washington June 27 and 28 at a meeting of universities participating in a project sponsored by the American Association for the Advancement of Secondary Schools. ILR has been making a study of economic concepts as they appear in union and management publications. Other universities have been examining other kinds of publications,

Prof. Hodges will participate in the sessions concerning industry and the community at the New York State Citizens Council's annual conference at Hobart College June 16-18.

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Prof. and Mrs. Edwin Harris are parents of their first child, a son, Edwin Stephen, born May 10; weight 7 lbs. 11 oz.

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Prof. J. E. Morton discussed Some Recent Developments in Quantitative Economic Analysis at a May 11 meeting of the Research Club of Cornell University.

It's a small world - so discovered Arnold Tolles and John Seaman of U.S. Steel, a short-course participant, when they were seated together at the introductory dinner. They had gone to grammar school together.

Prof. Earl Brooks spoke May 26 on problems of executive training before the Jamestown Furniture Manufacturing Association.

Announcement is made of the engagement of Miss Joan Murray of Bellerose, L.I., ILR research assistant to Paul Scagnelli, ILR M.S. candidate of Mt. Vernon. The couple plan to be married in June, 1956. Paul will leave this month for a job as Personnel Analyst with Arabian American Oil Company in Saudi Arabia.

Ann Kingston (former ILR extension secretary) writes from Texas A&M that the Kingston family, with three small children, will leave within the month for a 15-month stay in Addis Ababa, Ethiopia, where husband Al will be remedial reading specialist, working with the Ministry of Education.

Prof. and Mrs. Harlan Perrins have bought a ranch-type home in Ellis Hollow and hope to become full-time residents later this month. The professor is considering naming his estate Bantyallop Farm at the suggestion of Australian-born grad student Keith Collins.

Senior Bill Tull of Interlaken is engaged to Miss Suzanne Davis of Upper Montclair, N.J. Miss Davis, a graduate of Skidmore's Department of Nursing, is on the staff of Mountainside Hospital, Montclair. A fall wedding is planned.

Rivka Gebiner, ILR junior from Brooklyn, has been awarded the Cornell Class of 1886 Memorial Prize of \$86 for her speech entitled "The Golden Door." Students who have taken an elementary course in public speaking are eligible to compete. Miss Gebiner presented a criticism of the McCarran Immigration Act.

Kay Spinney, head of the library catalogue room, is currently vacationing for two weeks in Nova Scotia.

Diane Barkdoll of the steno pool has assumed ownership of Harlan Perrins' remaining kitten. Note: Al Smith still has three awaiting homes.

WOMAN OF THE WEEK

If there were a higher gear than third to shift into, Mrs. Betty Matheney would doubtless take full advantage of it - for the coming summer months are no idyl for ILR's conference secretary.

From early June to mid-August there is scarcely a breather in the School's schedule of on-campus conferences for labor, management and public groups. In addition to nine one-week seminars, there are about 14 summer conferences for which Betty has to bear the brunt, taking responsibility, under Prof. Robert Risley, for such details as housing accommodations, conference space, meals, picnics, entertainment for wives and small fry of conferees. All this and considerably more have been shouldered good naturedly and capably by Betty since she took on the job 2½ years ago. Her job requires quick footwork and an eye for detail, as well as a gift for repartee. With a conference on her job knows no hours, and many nights and Sundays find Betty at the wheel of a state car meeting the late Mohawk plane or rescuing some traveler from the jolts and jars of the Lehigh.

Betty's past work experience as secretary and saleswoman has fitted her admirably for the kind of job she now holds. She has worked in Cornell's Departments of Music, Physics and Agricultural Economics, for a local dentist, and as head of sportswear at Allanson's Department Store. (Her father and two sisters also worked at Cornell.)

The Navy's station at Cornell during World War II provided Betty with a chance to meet her husband, Pete, a Virginian, who served as pharmacist's mate at Ships' Company on campus. Except for a brief residence in Lynchburg, Va., the Matheneys have spent their married life in Ithaca.

As mother of three children - Donna 9, Bobby 8, and Pam 4, Betty is past-master at planning her household routine. That she gets maximum cooperation from both Pete and the children is a tribute to her foresight and planning. Donna, as the eldest, helps with the cooking and starts supper; each child makes his own bed and cleans his room. Son Bobby does the breakfast dishes.

Because of the unusualness of Betty's job, Prof. Robert Risley's personnel classes 560 and 360 last term quizzed her intensively, both in class and in her office, posing such queries as: "Could a man do your job as well as a woman?" Her apt response was that most of the visitors are men!

Just last week the newly appointed woman director of special services at the U. of Buffalo spent the day with Betty learning how the job of conference secretary is handled.