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## For Our Information, May & June 1954, Vol. VI, no. 10-11

ILR School, Cornell University

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## For Our Information, May & June 1954, Vol. VI, no. 10-11

### **Abstract**

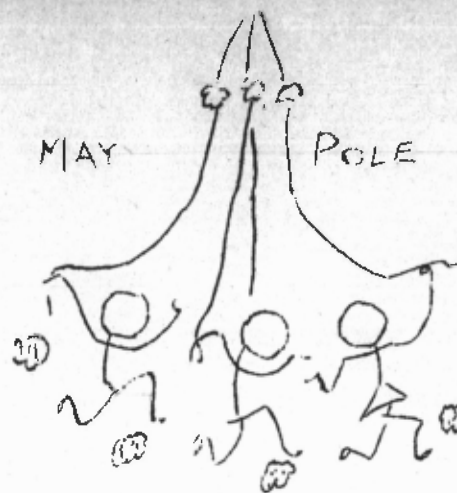
An official publication of the ILR School, Cornell University, "for the information of all faculty, staff and students."

### **Keywords**

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

### **Comments**

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PROF. CARPENTER TO STUDY "DOWN UNDER"

Prof. Jesse Carpenter of ILR has received a Fullbright grant to study in Australia for nine months beginning in June. He will do research on Compulsory Labor Arbitration with headquarters at the University of Sidney.

Prof. Carpenter has been invited by the Dean of the Faculty of Economics to give sixteen lectures in industrial relations at the University of Sidney.

Mrs. Carpenter, a faculty member of Cornell's Astronomy Department, will accompany her husband. She will do research on radio astronomy at the Radiophysics Laboratory of the Commonwealth Scientific and Industrial Organization in Sidney.

The Carpenters will sail from San Francisco June 11 on the S.S. Oronsay.

In connection with his research, Prof. Carpenter expects to visit representatives of management, labor and government, studying the effects of compulsory labor arbitration on competition within the industry and on the private rights of the individual workers under the system.

A graduate of Duke University, Prof. Carpenter received A.M. degrees from University of Iowa and Columbia and his doctorate from Harvard. He is author of "The South as a Conscious Minority" and "Employers Associations and Collective Bargaining in New York City" (1950). During the fall semester he taught an ILR course, "Survey of Industrial and Labor Relations."

CONFERENCE SET FOR LABOR PARTICIPATION IN COMMUNITY AFFAIRS

Problems and possibilities of increasing labor participation in community affairs will be analyzed at a Cornell Conference the weekend of May 22 and 23.

The conference, sponsored by ILR, and directed by Mrs. Alice Cook of Extension, will attempt to answer such questions as these:

Can working people play a larger role in community affairs and leadership? How can this labor participation be more effective? What experience has been gained in local projects? How can it be made available to labor groups generally? How can educational programs be developed on community affairs and leadership?

ILR for the past two years has been conducting an experimental project for increasing participation in community affairs by union members in Utica and Syracuse. This project is one of eight sponsored by the Fund for Adult Education's Inter-University Labor Education Committee.

Education programs of Cornell, Rutgers and Penn State Universities to increase labor participation in commun-  
(more)

"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.

ity affairs will be discussed at a roundtable Saturday afternoon. On Sunday, workshops to improve working relationships between community and labor organizations will be held.

Among speakers will be Prof. Conrad M. Arensberg of Columbia, Prof. Harry Stark of Rutgers, and Julius Rothman of the CIO Community Services Committee.

#### PROF. FERGUSON TO TEACH AT SALZBURG

Prof. Robert Ferguson will teach at the Salzburg Seminar in Austria for a month (Aug. 22 - Sept. 18) this summer. His schedule calls for a lecture course in "American Economic History Since 1929" and a seminar on "Social Structure and Economic Opportunity in the United States."

Prof. Ferguson expects to sail on the French liner Liberte July 20 for a month of traveling in England, Holland, Belgium and Germany previous to teaching. Abroad, he plans to do two things - first, to check up on the reception of the ILR Review in Europe by contacting in person all subscribers on his itinerary and to get future articles for the Review. His second objective is to look into what is being done by way of wage research in countries he'll visit. Following his teaching at Salzburg he plans to resume his travel and studies in Switzerland and France for two or three weeks.

Prof. Ferguson's family will not accompany him (much to his disappointment). He will begin his sabbatic in September.

#### KEISMAN AWARDED BNA INTERNSHIP

Eric Keisman, ILR junior, whose home is in New York City, 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. Keisman will spend ten weeks this summer working in the editorial offices of the Bureau in Washington.

Keisman, on the editorial staff of the Cornell Daily Sun, is a member of Sigma Delta Chi, professional journalistic fraternity, and of the Cornell Debate Association. He has worked as copy boy for the Associated Press and plans to attend law school later on.

#### STUDENTS ELECTED TO CORNELL COUNCIL

Several ILR students were last month elected to Council membership. Gill Boehringer '55 was named president of the Cornell Student Council. George Riordon, also '55, was elected senior class president.

Dick Jacobstein was elected to the men's Junior Class Council, while John Dempsey was named sophomore class secretary.

#### ILR SECRETARIES ATTEND CONFERENCE AT RUTGERS

Three ILR secretaries - Leola Avery, Anne Dimock, and Eleanor Fairbanks, secretaries respectively to the Dean, Prof. Hanson and Prof. Ralph Campbell, attended a one-day conference, April 28, at Rutgers University (New Brunswick, N.J.). Approximately 65 secretaries, mostly from New Jersey and New York, participated.

The morning session was devoted to a discussion of human relations problems and to understanding group relations in the office. In the afternoon the class divided into three workshop sessions to discuss increasing personal efficiency, human relations problems, and verbal style in correspondence.

The girls flew down via Mohawk, expecting to return the same way. However, with ceiling zero that evening, they returned via the Lehigh, somewhat sleepy. They expressed unanimous agreement that the conference was stimulating and worthwhile.

#### SUNY PUBLIC RELATIONS GROUP TO MEET

Public relations problems of units of the State University will be the subject of an on-campus conference May 24 and 25. The conference, chaired by Prof. Wayne Hodges, and attended by 30 to 40 public relations and other administrators from SUNY institutions will be held at the Cornell Residential Club.

The opening morning will be on "Setting Priorities in Educational Public Relations," with Prof. William Ward of the College of Agriculture as session chairman. Panel members in the session will include Royal F. Netzer, President, Teachers College, Oneonta; Emilie Hall, Editor, College of Home Economics; and Paul Orvis, Director, Institute at Alfred.

Aspects of Town and Gown Relationships will be discussed in the afternoon by Curtis Mial, Executive Director, New York State Citizens Council; Mike Scelsi, Public Relations Officer, Harpur College; Harold J. Keller, Coordinator of Field Services, Teachers College at Oswego; President Frederick Bolman, Jamestown Community College; and Robert Brossman, Cornell's Director of Public Information.

In the Tuesday session Profs. Robert Risley and Wayne Hodges of ILR, together with Daniel Button, Public Relations Officer of the State University, Jerome Kovalcik, College of Forestry, Syracuse, and Ben Suelz, Teachers College at Cortland, will discuss "Personnel Aspects of Public Relations."

#### HOSPITAL GROUP MET ON CAMPUS

Twenty-five members of the Central New York Regional Hospital Council, Inc. met at the School for a two-day institute April 29-30 on Executive Planning and Employee Relations.

This is the third year that the institute, designed for hospital administrators and department heads, has met at Cornell. Emphasis was on analysis of supervisory problems and case situations, as well as practical workshop applications of planning to improve employee relations.

Edward Sargent was Conference Director. Other ILR faculty participating in the program included Ralph Campbell, F. F. Foltman, Paul Gordon, and Robert Risley.

#### ADVISORY COMMITTEES MEET

Both of ILR's advisory groups meet this month. The Labor Advisory Committee met last week (May 6) in New York with ILR Extension staff attending. Prof. Arnold Hanson discussed the resident instruction program of the School.

The Advisory Council meeting is slated for May 28 on campus, with the School's resident instruction program up for review.

#### NEIGHBOR AWARDED FELLOWSHIP

Bruce Neighbor, ILR Ph.D. candidate and grad assistant in Extension, has been awarded a Cornell University-Glasgow University Exchange Fellowship (all expenses paid) for study at Glasgow University, Scotland, for next academic year. He intends to spend this summer studying industrial relations and the work of the churches in industrial communities in Europe.

Neighbor received his bachelor's degree in 1949 from University of Illinois, and his master's two years later.

#### MACHINIST'S EDITORS CONFERENCE HELD

To help locals and lodges of the International Association of Machinists in the state to establish additional mimeographed newspapers, the ILR School ran a weekend conference May 7-9 for prospective editors of such publications. Conference director was Prof. Wayne Hodges. Assisting in the various sessions of the conference were Donald O'Connor, Business Agent and Education Director, IAM, Gordon Cole, editor of the Machinist, and John Scalla, editor of News and Views, IAM's Long Island paper.



### LABOR CONFERENCES PLANNED

Several conferences for labor groups are scheduled for summer months. They are all under the direction of Prof. Eleanor Emerson:

- July 11-17 United Steelworkers of America, CIO
- July 18-24 United Steelworkers of America, CIO (a repeat)
- July 25-31 Conference on Educational Methods for Union Officers & Staff
- July 30-Aug. 1 International Association of Machinists
- Aug. 3-7 State Federation of Labor
- Aug. 6-8 Int. Brotherhood of Electrical Workers, AFL, Local 3
- Aug. 9-14 United Automobile Workers of America, CIO
  
- June 27-30 CIO Community Services Staff Conference on Community Research  
(Prof. Whyte, Chairman)

### EXTENSION TEACHERS RECEIVE RECOGNITION

At a dinner meeting in Buffalo April 30, five extension teachers of the Western district were presented certificates in recognition of five years or more of extension teaching. Director of Extension Ralph Campbell made the awards. Those receiving certificates were: Theodosia Hewlett, Personnel Director, Erie County Technical Institute; Thomas Murphy, Engineer, City of Lackawanna; Janet Potter and Clyde Summers, University of Buffalo; and S. S. Santmyers, Training Specialist and Industrial Relations Consultant. Extension Field Representative Lois Gray was in charge of meeting arrangements.

### KARL GRUEN TO GO TO DUSQUESNE

Karl Gruen, Ph.D. candidate from Kentucky, has accepted a faculty position at Dusquesne University for next academic year. He will be assistant professor in the School of Business. Karl, who is currently Prof. McKelvey's graduate assistant, is a graduate of the University of Louisville.

Already at Dusquesne's School of Business is Arlene Begert, M.S. '53, who is administrative assistant and instructor in the Management Department.

### WHAT OTHER ILR GRADS ARE DOING

R. D. MacTavish, Ph.D. '53, has a position as Project Director, American Management Association, with headquarters at the Hotel Astor, New York City.

Robert Mendelsohn '54 is attending Cornell Law School.

Robert Sepessy, MILR '54 is Industrial Relations Trainee, Owens-Corning Fiberglass, Newark, Ohio.

Pauline Symonds '54 is Business Representative, New York Telephone Company.

### DEWITT KEACH MARRIES

DeWitt Keach, ILR grad student from Hamden, Conn., was married Saturday, April 24 at Anabel Taylor Chapel to Miss Elizabeth Ann Hall of Binghamton. The bride graduated from Cornell Arts and Sciences in 1953 and is employed as statistical clerk in Warren Hall on campus. DeWitt, a Yale graduate, is an assistant in ILR's Social Security Division. Marvin Okanes, former ILR grad student, served as usher.

### LETTER FROM AFRICA

Dean Catherwood has received a letter from Murray Melbin, M.S. '54, from Fort Lamy, Chad (somewhere in Africa). Murray is currently working his way around the world. In part it reads: "Your letter of recommendation helped me to get a job with the University College Extra-Mural Department at Ibadan, Nigeria. I carried a letter from the director and contacted the tutors in the various regions as I traveled through the country. They fed me, lodged me, and arranged special lectures. I spoke on "Trade Unionism in the U.S.," "American Government Structure," and "Living in the U.S." In addition to all this I earned a total of \$26.46 for the nine lecturers...Six rounds of African tom-tom greetings to ILR friends."

PEOPLE ARE WONDERFUL

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Marilyn Cooper of the Administrative Assistant's office has a square-cut diamond which announces her engagement to Donald Case, senior in Agriculture Economics. Marilyn and Don, whose home is in Norwich, plan to be married in the fall.

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ILR'ers attending the IRRA meetings in Columbus, Ohio last month included Professors Ralph Campbell, Robert Aronson, Mark Perlman, and Fred Slavick. Prof. Campbell spoke and Prof. Aronson served as a panel member. Former ILR'er Jim Jehring, Bernie Lampert '48 and Bill Slayman, MSILR '51 were seen at the gathering.

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Mrs. Alice Cook of Extension is in the market for second-hand porch furniture; she has already stated her need on WHCU's "Swap-Shop" -- with no results.

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Grad student Libby Foster spent last week in Washington, D.C. doing research on her thesis, which deals with the President's Committee on Government Contracts.

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Ginny Wallace, secretary to Librarian Gormly Miller, will spend the summer discovering at first hand whether California's claim to continuous sunshine is true. With her husband, Lee, a veterinary student, she will spend the summer in San Francisco, where Lee has a job as meat inspector.

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Director of Research Adams returned from a month's trip to Germany to face domestic problems. In his absence Mrs. Adams had broken her foot. Result: elder son, Len, took over cooking operations.

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Judy Morrison, ILR '55, was one of 12 Cornell women elected to Mortar Board, women's honorary.

Carole Rapp '56 of Rochester was recently elected a sophomore class council member.

At the Women's Spring mass meeting held last month in Bailey Hall, six ILR girls were listed as having attained outstanding scholarship achievement: Judy Weintraub '54; Charlotte Schneider Rubashkin '55; Renee Miller '55; Estelle Dinerstein '56; Harriet Gottlieb '57; and Rochelle Krugman '57.

Ernest Newbury, son of Mrs. Lily Newbury of ILR, was married April 10 to Miss Marie Marren of Trenton, N.Y. Ernest, an Ithaca High graduate, is stationed at Camp Dix, N.J.

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On May 17 Director of Extension Ralph Campbell will speak to managerial personnel of the Hercules Powder Co., Parlin, N.J., on "What Assets Have I?" Two days later he will address the National Formen's Association chapter of the St. Regis Paper Company at DeFeriet on "Effective Supervision."

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Prof. F. F. Foltman spoke to 100 members of the Cortland Industrial Club April 21 on "Human Relations Skills for the Manager."

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Anna Lane, secretary to Prof. Konvitz, made an interesting ten-day trip via car to New Orleans last month. She visited the usual places of interest including Antoine's, the French market (she was impressed by the odor), and old cemeteries which she likened to doll villages. An unexpected highlight was seeing President Eisenhower at Ft. Knox.

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Jack Griffin and Herb Perry, both ILR seniors, have been named delegates from the local Bartender's Union to the Ithaca City Central Labor Union. Jack is also a member of the AFL Labor Advisory Committee to the Ithaca Community Chest. Jack is bartender at Jim's Place, while Herb works at Leonardo's.

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Prof. Donald Cullen spoke April 29 on campus to Cornell Young Democrats on "Labor and the Political Scene."

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Doctoral candidate Roy Marlow gave the women students of Clara Dixon V dorn the benefit of his experience recently when he spoke to them on "What Do You Expect to Get Out of College?"

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John Schappi, ILR '52, an Ithacan, was recently elected managing editor of the Cornell Law Quarterly.

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Prof. Lynn Emerson attended the annual convention of the American Society of Training Directors in Milwaukee the week of May 5.

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Mrs. Lois Gray, Western District Extension Representative, recently attended the UAW Education Conference in Chicago.



George Riordon, ILR '55, has been elected to Scabbard and Blade, National Military Honorary.

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Two ILR faculty have had dealings with the Triple Cities Industrial Club recently. On April 12 Prof. Betty Barton of Extension taught the last class in a course in "Techniques of Industrial Training" to representatives of Triple Cities industries at Binghamton. One of her pupils was Warren (Bud) Green, MSILR '53, Training Director at Link Aviation, Binghamton.

The following week Prof. Rudolph Corvini spoke on "The Industrial Supervisor's Responsibility for Personnel Selection" at the Triple Cities Industrial Club, discussing job analysis, man analysis, merit rating and evaluation.

Pictures of both ILR'ers appeared in the Binghamton paper.

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Prof. Alpheus Smith of Extension is currently teaching a six-week course in "Human Relations for Supervisors" for the Norwich and Unadilla Telephone Company and Bennett-Ireland Corp. in Norwich. Sixty-three are enrolled in the course.

Last week Prof. Smith spoke at the annual dinner meeting of the Industrial Management Club of Syracuse and Onondaga County. He shared the podium with Dean Charles Nobles of Syracuse University.

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Last week, May 3, Prof. Wayne Hodges spoke to 35 industrial editors of the Industrial Management Council of Rochester on "How Effective Are Your Employee Communications?" He will address industrial editors of the Syracuse area May 20 on the same topic.

Next week Prof. Hodges will attend a planning luncheon at the Cornell Club, New York, with Public Relations executives from industry to discuss a proposed Industry-Community Relationships survey of 20 to 30 companies operating in New York State. The survey, if undertaken, would be under the sponsorship of the New York State Citizens Council.

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Last Thursday (May 6) Prof. Neufeld was panel member at the fifth annual meeting of the Central New York Personnel Conference which discussed "Why Do Workers Organize?" Held in Syracuse, the conference was sponsored by the Manufacturers Association of Syracuse. Several ILR staff and possibly some students tentatively planned to attend.

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ILR alumni seen at the recent Arbitration Conference on campus were: William K. Brown, '51, Assistant to Production Control Manager, Bennett-Ireland, Norwich; Don Davies '49, Executive Secretary, Northern New York Builders Exchange, Watertown; Larry Heptig '51, Job Analyst, E. R. Squibb & Sons, Brooklyn; Malcolm MacGregor, MSILR '51, Supervisor, Union Relations, General Electric, Evendale, Ohio; and Ray Pierce '51, Personnel Assistant, General Railway Signal Corps.

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Joe Marotta '55, a pitcher for Cornell's baseball team, pitched seven scoreless innings in the Clarkson game last month. Don Jacobs, at second base, is doing all right, too; he got a homer in the Brown game.

Prof. Edward Sargent of Extension gave ILR women a plug last month when he spoke to Hammondsport Women's Club on the part women play at ILR School.

On May 1 he sang an informal concert of well-known poetry set to music at the New York State English Council in Syracuse. Sargent was in good company, being next on the program to Bernard DeVoto, Pulitzer prize winner, historian.

#### WOMAN OF THE WEEK

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A one-time resident of all sections of these United States except the South, dark-haired and quietly friendly Catherine Howard of Room 24, ILR, finds it difficult to decide where she really prefers to live. Born and raised in the mid-western town of Galena, Illinois (also the home of General U. S. Grant), Catherine shuttled between there and California during her girlhood. The family accompanied their dentist father to San Diego most every winter.

After attending a local business school in Galena, Catherine received a degree in Education from Northern Illinois State Teachers College. At this point she became a full-time California resident. She took further refresher courses at San Diego State Teachers College. However, her only teaching experience was one year in a rural school.

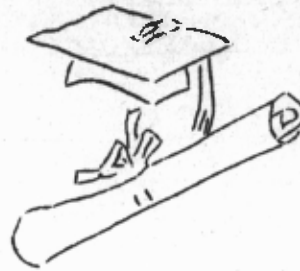
Because their nearest of kin, her sister and brother-in-law, had previously settled in Ithaca, Catherine and her mother joined them five years ago. Catherine's brother-in-law, Glenn Hedlund, is Acting Head of Cornell's Department of Agricultural Economics.

In San Diego, Catherine worked for government as well as industry. During World War II she did payroll work for the 11th Naval District, which was strategically located on the pier. She also worked in the billing department of Pacific Gas and Electric. Not until she left ILR's Fiscal Office did she begin to do secretarial work.

At ILR Catherine's work experience has been varied. She started out in the pool, moved successively to the Administrative Assistant's Office, the Fiscal Office, put in a few months as relief secretary to Prof. Konvitz, and ended up in her present job as Prof. Ferguson's secretary. Her boss's job as editor of the ILR Review adds considerably to Catherine's work load, but it also adds interest. Beside her routine secretarial duties, she measures the Review's galley proof, sends copies to authors and book reviewers and handles Review correspondence.

Come spring, Catherine and her mother give in to wanderlust, usually head south in their car. A few years back, when Catherine owned an Austin, the Howards drove to Florida - a long trek for a little car. This spring they got as far as Columbia, S.C. and Asheville, N.C. during their spring vacation.

Catherine admits to having dabbled in oil paintings, mostly landscapes. Putting her talent to practical use, she works behind scenes, painting backdrops for the Ithaca Community Players and occasionally serves as usher. Right now she and her co-workers have their paint brushes poised for the Players' next production, "Biography".



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PROF. JENSEN AUTHORS NEW BOOK

A new book, number 5 in the Cornell Studies, by Prof. Vernon H. Jensen, will appear momentarily. Titled "Non-Ferrous Metals Industry Unionism, 1932-1954 - A Story of Leadership Controversy," the study is a history of the development of unionism in the non-ferrous metals industry between 1932 and 1954. It is, in particular, a history of the leadership problems of the International Union of Mine, Mill and Smelter Workers.

It attempts to tell objectively of the beginning, growth, development, leadership, and problems of the union and of the persons who were active in the movement which gave rise to it, sustained it, weakened it, and finally allowed it to be dominated by Communists and left-wingers.

The 344-page book is a sequel to Prof. Jensen's "Heritage of Conflict" (1950), a study of labor relations in the non-ferrous metals industry up to 1930. Price of the book is \$4.00.

Prof. Jensen, an authority on labor relations in the lumber and non-ferrous metals mining industries, is also author of "Lumber and Labor" (1945). Besides doing teaching and research he has served in a variety of government posts set up to handle wage stabilization and labor disputes.

TRAINING INSTITUTE SET

The fourth annual Institute for Training Directors, to be held June 28-July 1, will present a four-day program designed to meet the needs of both experienced training personnel and persons new to the field.

Each day's session will start with a general meeting, followed by three concurrent sectional conferences, morning and afternoon, dealing with specific aspects of training, as Methods of on-the-Job Training, Organizing Courses in Improved Conversation, How to Set-up an Orientation Program, Getting 100% Participation in Supervisory Training.

Outside speakers include William Levy, Executive Director, Management Development, National Association of Foremen; Cloyd S. Steinmetz, Director of Sales Training, Reynolds Metal Company; Lincoln Lenzi, Training Director, The Mead Corporation; George W. Brooks, Research and Educational Director, International Brotherhood of Pulp

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Sulphite and Paper Mill Workers; Chris Argyris, Ph.D. '51, Research Project Director, Labor and Management Center, Yale University; and John Brophy, Training Department, Corning Glass Works (on leave from IIR).

IIR faculty participating are Profs. Edward Sargent, Ralph Campbell, Alpheus Smith, F. F. Foltman, and Dan Paolucci, Ph.D. '54.

#### KATHRYN RANCK MARRIES

Miss Kathryn E. Ranck, daughter of the Rev. and Mrs. Clayton H. Ranck of Easton, Maryland was married to Prof. M. Lovell Hulse of Ithaca Tuesday, June 1 in the Chapel of Anabel Taylor Hall on campus. The ceremony was performed by the bride's father.

A small reception for relatives and friends was held at Statler Hall following the wedding.

The bride attended Friends Select School in Philadelphia and was graduated from Goucher College. She did graduate work at the University of Pennsylvania. Mrs. Hulse was formerly Placement Counselor in the School's Office of Resident Instruction, coming to IIR in March, 1946. She worked mostly in the placement area and supervised the summer work-training program.

Prof. Hulse is Associate Dean and Secretary of the Cornell College of Arts and Sciences. He has a B.S. from Colgate and an M.A. and Ph.D. from Cornell. He has been on the Cornell faculty since 1934.

#### SUMMER HOURS TO GO INTO EFFECT

IIR's five-day-week summer office work schedule will become effective June 14. Hours of work will be 8:00 a.m. to 4:45 p.m. with one hour for lunch. The schedule will continue in effect until Saturday, September 11.

The Library, Extension Office, Office of Resident Instruction, Dean's Office, Administrative Assistant's Office and the Mail Room will remain open on Saturday during this period.

All offices will be closed on Saturday and Monday, July 3 and 5. Monday, September 6 (Labor Day) will also be a University holiday.

#### PROF. KONVITZ NAMED TO LAW COMMISSION

Prof. Milton Konvitz of IIR has been appointed a member of the Law Commission set up by the American Committee for Cultural Freedom. The Commission, consisting of four members, was formed to advise the American Committee for Cultural Freedom and the Congress for Cultural Freedom on problems of civil liberties.

Prof. Konvitz was also recently elected a member of the Executive Committee of the American Committee for Cultural Freedom. Dennis de Rougemont of France is President of the International Committee. The organization publishes the monthly journal "Encounter."

#### JOURNAL OF INTEREST TO IIR

The March-April 1954 issue of "Journal of the American Society of Training Directors" contains four items of interest to IIRers: An article, "Executive Development" by R. D. MacTavish, Ph.D. '53, an evaluation of the two-year program conducted by the School for the Bigelow-Sanford Carpet Company; an article by Prof. John Brophy entitled "A Survey of Devices and Programs in Small Companies"; a discussion on "Lectures, Symposiums, Panels and Seminars" by C. Kenneth Beach, formerly of the IIR faculty and now on the training staff of the American Oil Co.; and an address given last summer at the on-campus Third Annual Institute for Training Specialists, by Donald McMaster, Vice-President and General Manager, Eastman Kodak Co., on "Industry's Need for Training."

### IIR FACULTY PLAN BUSY SUMMER

IIR faculty are putting the summer months to good use - some teaching summer session classes, one-week seminars and on-campus conferences, participating in industry-sponsored educator conferences, writing, researching, and traveling. (Some faculty couldn't be reached for comment on their plans).

Gardner Clark has been asked to write a chapter of a new book on the Soviet Economy; he will also be working on material he gathered in Italy last year.

Don Cullen will spend two weeks in Detroit in June attending Chrysler's business management conference for teachers of economics, business administration and industrial relations.

Lynn Emerson really has his summer mapped out: this month he plans a two weeks' fishing and camping trip in northern Michigan; then after summer session he and his family will take off for a month's camping trip to the West Coast.

Eleanor Emerson will conduct several on-campus conferences for labor organizations.

Bob Risley plans to do research in retail store personnel practices; he will work with the G.L.F. under a fellowship in the College-Business Exchange Program of the Foundation for Economic Education.

Wayne Hodges will take part in Standard Oil (N.J.)'s Business Educator Conference for two weeks, June 11-23.

Those teaching in IIR summer school are:

John Brophy (back from a year's leave at Corning Glass) - "Development of Courses of Study in Industrial Education" and "Industrial Education in Smaller Communities";

Lynn Emerson - "Seminar in Industrial Education" and "Methods and Materials in Adult Education";

Vernon Jensen - "Personnel Administration" and "Collective Bargaining Today";

Mark Perlman - "Survey of Industrial and Labor Relations" and "Economics of the Labor Market";

John Windmuller - "The American Labor Union" and "Supervision of Personnel".

The following will conduct one-week seminars and workshops:

Rudolph Corvini - "Personnel Selection and Placement";

F. F. Foltman - "Problem-Solving Conferences" and "Design and Use of Attitude Surveys";

Wayne Hodges - "Community Relations" and "In-Plant Communications";

John McConnell - "Health, Welfare, and Pension Plans" and "Annual Wage Issues".

### STUDENTS ELECTED TO HONORARIES, ORGANIZATIONS

The following students have been recently elected to honoraries, club, councils, etc.:

Gill Boehringer, George Riordon and Dick Schaap to Sphinx Head, Senior Men's Honorary; Marty Siegel to Quill and Dagger, Senior Men's Honorary.

Dick Schaap '55 is the new president of Sigma Delta Chi, professional journalism fraternity. Joel Cogen '55 was elected a member.

Bob Fay '55 of Ithaca to the Cornell Daily Sun news board.

Alfred Davey to the Clef Club, Big Red band honorary.

Jonathan Liebowitz '54 was awarded the University's \$100 Mary B. Knoblauch Prize for an essay "Equal Pay for Equal Work Legislation."

Mike Greenberg '55 was elected to Delta Sigma Rho, honorary debate fraternity.



#### DEAN BACK AT SCHOOL

Dean Catherwood is back at ILR after an absence of some weeks (off and on) as member of the President's Emergency Railroad Dispute Board. On May 15 the Board presented its findings to President Eisenhower. The report recommended a number of fringe benefits and rules changes for the settlement of a dispute between the Class I railroads and 15 cooperating labor organizations representing almost a million non-operating employees affiliated with the AFL.

The dispute does not directly involve wages but concerns rules and working conditions. In reaching its recommendations concerning the demands of the employees the Board stated that it considered primarily two principal factors, that of practice in industries generally and the ability of the carriers to pay.

Members of the Board in addition to the Dean, included Charles Loring, Chairman, of Tuscon, Arizona, and Adolph E. Wenke of Lincoln, Nebraska.

#### MRS. COOK AUTHORS GERMAN STUDY

Mrs. Alice Cook of the Extension Division is author of a study of "Adult Education in Citizenship in Post War Germany." It is Occasional Paper No. 3 published by the Fund for Adult Education. The booklet is a report on German adult education and citizenship training since the end of World War II as seen through the eyes of an American. The paper examines what adult education is doing to make better informed and more active citizens of German young people, workers, refugees, former and future soldiers.

Mrs. Cook has worked in and closely followed the adult education movement in Germany since her first visit there in 1929. She was in Germany also in 1947 and 1949, and from 1950 to 1952 she was an adult education adviser in the Division of Cultural Affairs of the U. S. High Commissioner in Germany. At present Mrs. Cook is project director of the Inter-University Labor Education Committee.

#### ANN DIMICK TO TRAVEL ABROAD

Miss Ann Dimock, secretary to Prof. Hanson, with Elizabeth Stocking, Ithaca High librarian, will sail July 1 on the Queen Elizabeth for a ten-week tour of European countries. Once across the Atlantic they will head for a two weeks' stay in Switzerland, then on to France for three weeks, with a week in Paris, thence on to Belgium and finally to the British Isles for a month's stay. Their itinerary will allow them to see the Edinburgh Festival in Scotland. Traveling mostly by bus they will join guided tours at certain points in their travels. The two will return via TWA from England in early September.

#### GRAD PICNIC HELD

About 60 grad students and faculty gathered at Taughannock State Park Saturday afternoon May 22 for a picnic to conclude the school year. Highlight of the afternoon was the annual softball game between grad students and faculty. The game ended with no one knowing exactly who won, there being so many runs by both teams.

Grad students Keith Norman (Grad Council president), Jean Couturier and Leonard Jenkins were in charge of arrangements.

#### ATTESLANDER TO SPEND SUMMER AFLOAT

Dr. Peter Atteslander, Visiting Fellow at ILR, will spend the summer working for the Council on Student Travel as a member of the Shipboard Orientation Program staff for special student sailings to Europe. He will sail June 29 on the T. S. Arosa Start as Interest Groups Coordinator. In the fall he will join the staff of Cologne University in Germany.



### GRADUATES ANNOUNCE PLANS

The armed forces are claiming many of ILR's June graduates. Others, including those receiving degrees later in the summer, have accepted positions with industry or education, are considering job offers, or are continuing their studies.

Those listed below will shortly enter the armed forces as commissioned officers:

Harris Abramson (July), Thomas Blaine (Sept.), Joel Cogen (Sept.), John Eaton (in the fall), Walter Eells (in the fall), Richard Eskay (July), Bill Fene (Sept.), Douglas Hickling (July), Leonard Greenwald (perhaps July or August), Don Jacobs, Tom Nolan (in the fall), Norman Lynn (in the fall), Charles McAdams (Aug.), Gardiner Powell (June), Paul Pozefsky (Oct.), Franklin Roberts (in the fall), Paul Napier (in the fall), George Gehrig (in the fall), Alan Vogt (in November).

The following will probably be called soon to serve Uncle Sam in other than commissioned status:

Jonathan Liebowitz (plans to enter Columbia Law School later), John Mahon (likewise plans to enter Columbia Law), Robert Steinfeldt, William Ryan (expects a call in September).

The following graduates have plans which do not include Uncle Sam:

Leonard Axelrad plans to enter Cornell's School of Business & Public Adm.

Paul Burak plans to enter Columbia University Law School

Jean Dempsey is to be married in October. Meantime she plans to take a temporary job.

Richard Elliott has accepted temporary employment as salesman for Vita-Craft Co., Williamsport, Pa. He expects to enter the Army as a commissioned officer in November.

Sheldon Fried plans to enter Columbia Law School this fall and to enter the armed forces in June, 1955.

Alan Frieman plans to enter University of Miami Law School in the fall.

Marvin Gelfand will enter Columbia University Graduate School this fall.

Lloyd Holtz will become sales representative for General Diaper Service, Elmhurst, L.I. He expects to enter the Army as a commissioned officer in February.

Wilfrid Jervis has accepted a job in the Employee Plans Office, Standard Oil (N.J.) for the summer. He expects to enter the Air Force as a commissioned officer about September 1.

James Johnstone has taken a job as Industrial Relations Trainee, Standard Oil (Ohio) in Cleveland, with the expectation of being called into service this summer.

John Kacandes expects to enter the Cornell Graduate School of Education.

Jack Griffin plans to do graduate work at Cornell toward an M.Ed.

Harry Kirsch plans to attend Business and Public Administration School at Cornell.

He expects a call into the armed service within a year.

Mark Kronman plans to enter Columbia University Law School this fall, where he has a scholarship. Expects a call into the service in June, 1955.

Anthony Mercadante has a job as Assistant Personnel Manager, Smith Paper Division, Lee, Mass.

Jack Newman plans to attend Columbia Law School in the fall.

Donald Optican has a job as Executive Trainee with Bloomingdales in New York.

Expects a call into the Army as commissioned officer within the year.

Herbert Perry plans to attend the University of London School of Economics during next academic year. The following year he expects to attend the Institute of Industrial Relations at University of California, Berkeley, where he has been granted a research assistantship.

William Rose will enter Massachusetts Institute of Technology to study economics and social sciences. Eventually he expects an AFROTC National Guard Commission.

Bernice Rotter plans to be married June 20. For the present she doesn't know where she'll be living.

James Story has a job as Personnel Assistant, Union Carbide and Carbon Corp., in New York City.

Howard Westphal, a veteran, plans to enter Cornell Law School this fall.

Jurith Weintraub has a job as Director of Industrial Relations with Electro-Mec Laboratory, Inc., Long Island City.

Robert Young will become a Management Trainee, New York Telephone Co. He expects to be called into the Army as a commissioned officer in June, 1955.

The following graduate students have decided upon the following plans:

James Buckley (Feb. grad) is Labor Relations Trainee, Chevrolet Division, General Motors, Flint, Mich.

Richard Dunnington, Ph.D., has a job as Assistant Professor, College of Business Administration, University of Washington.

Al Graves (M.S. expected) will be a trainee in Employee and Plant Community Relations Development Program, General Electric Co.

Karl Gruen (Ph.D. candidate) will be Assistant Professor, Duquesne University, School of Business, Pittsburgh.

Dallas Jones (Ph.D. candidate) has taken a job as Assistant Professor, School of Business Administration, University of Colorado.

Donald Hill, M.S., expects to return with American Telephone and Telegraph, where he has been formerly employed.

Henry Landsberger, Ph.D. plans either to carry out a two-year post doctoral research project, or return to England.

Ray Booth, MILR candidate, has accepted a job as Industrial Relations Trainee, Electro Metallurgical Co., Salt Ste. Marie.

#### SCHOOL TO HAVE COFFEE HOUR AND LUNCHEON AT COMMENCEMENT TIME

An ILR Alumni Coffee Hour and a buffet luncheon for graduates, (and relatives and friends) and ILR faculty will enliven Commencement weekend for the School. The coffee hour, planned from 9:00 to 10:30 a.m. Saturday, June 12 will be held in the School staff lounge. Alumni and faculty are invited to attend.

On Monday, June 14, following graduation exercises, a buffet luncheon will be served to ILR graduates, friends and relatives, and faculty in Room 50 and adjacent room.

This year the ILR class of 1949 will hold its five-year reunion. The class of 1951 will also hold its "baby reunion."

Commencement weekend will feature a baseball game with Colgate at 2:00 on Friday, the senior-alumni sing at 7:45 p.m. in front of Goldwin Smith, followed by the Glee Club concert at 8:45 in Bailey Hall.

On Saturday will be the alumni parade to Hoy Field at 1:45, and the Reunion Rally at 9:00 p.m. in Barton Hall. An open house at Teagle Hall, Cornell's new sports center, will take place Saturday. On both Friday and Saturday alumni-faculty panels will be held.

#### STAFF GIRLS LEAVE IIR

Several IIR staff girls are leaving IIR this month - most of them permanently and two for the summer only.

Paula Aaronson, Library clerk will move to Great Neck, L.I., where her husband, a June graduate of the Veterinary College, will practice his profession.

Barbara Childress, Statistics Division secretary, will spend the summer in Pittsburgh. Her husband, also a veterinary student, has a summer job there.

Maxine Henry, secretary to Mrs. Alice Cook, is leaving June 15 for the summer, since the IULEC project has ended. She plans to return to work in the fall.

Barbara King of Resident Instruction and her husband, a June graduate of Agricultural Economics, will spend the next month vacationing at Cape Cod and visiting relatives. Husband Elmo expects to enter the Air Force with a commission in mid-July.

Marian Pentek, also of Resident Instruction, will spend the summer in Hamburg, N.Y., where her veterinary student husband, John, will be working for a veterinarian for the summer.

Ann Winship, the third Resident Instruction staff member to quit, will spend the next few weeks at her parents' home in Connecticut. After that she will join her husband at Ft. Lee, Va. where will enter the Quartermaster's School.

Betty O'Brien, former IIR'er and a junior in Buffalo State Teachers, will work for the Extension Division this summer, as she has in the past.

#### MARIE FIDLER WEDS

Miss Marie Fidler of the library staff, daughter of Mr. and Mrs. Paul Fidler of 910 N. Cayuga St., and Kenneth Campbell, son of Mr. and Mrs. Willard Campbell of 317 N. Fulton St., were married at 11 a.m. Saturday, May 22 in the Lutheran Church. The Rev. John Sardeson performed the ceremony.

The bride, who was given in marriage by her father, wore a gown of white Chantilly lace over satin. Her veil of nylon illusion was fastened to a cap of matching lace and she carried lillies of the valley and white roses.

Mrs. Shirley Norton, also of the IIR library staff, was matron of honor. She wore a pale lavender gown of Chantilly lace and carried yellow sweetheart roses.

After a reception at the home of the bride's parents the couple left on a trip to Niagara Falls.

Mrs. Campbell was graduated from Ithaca High School, Class of 1953. The bridegroom also is an Ithaca High graduate and is employed at Herm's garage.

#### IIR AIDS INTERNATIONAL ROMANCE

Felix Hahn, IIR Fulbright and special student from Germany, came to the States fancy-free, but is returning to Germany an engaged man - but not to an American. His fiancée is Paulette Terriou of Paris, whom he met last fall at a foreign student orientation conference at Williamsburg, Va. She has been attending Wellesley this past academic year.

Both Felix and Paulette plan to return to their respective homes next September; she to resume teaching French and English at a French town near the Belgian border, and he to continue his studies toward a master's in business administration at the University of Hamburg. The couple plan to be married at Easter time.

Felix has just purchased a 1949 Ford in which he plans to make "the proverbial trip to the West Coast", as he explained it, saying that all foreign students make the trek before returning to their homelands.

CORNELL, FAREWELL!

by Helmut Echtermann for the 22 West German trainees

I'm particularly grateful to FOI's editor for affording me this opportunity of addressing the faculty, staff, and students of the ILR School. At the moment of leaving Cornell and the United States, I am moved to express to you my most sincere feelings of gratitude for the hospitality, understanding, kindness and sympathy we received during the eight months we spent at Cornell.

The impression I got during my stay of the greatness and beauty of America . and of the generosity of its people, will be unforgettable. Eight months ago I came with 21 German trainees as an "ambassador of good will" to the United States. I was anxious not only to see skyscrapers, but also to learn about cultural and daily life in this country. Now that I have seen a substantial part of America, I must frankly admit that the average European has, I am afraid, a false idea of the American people.

There is a widespread idea abroad that the streets of America are paved with gold, but this is not true. Here, as everywhere, people have to work for their living.

To-day, after eight months in the United States, I will freely admit that I am still far from having achieved real understanding, or knowing much about America. I have, however, learned one thing: that America is still the New World, a world where homeless men can make a new start, because the world itself is still young, growing and hopeful.

I was deeply touched by the mutual cooperation and the natural neighborliness which I came across again and again. My experiences of city and small-town life demolished my preconceived ideas which I had when I came over to the United States. By participating in community life I learned that the American ideal is not merely to be a man, but to be a fellow-man. This often unconsciously-held ideal shines with almost religious force, modifying reality, and the hardship and rawness of daily life.

There are three other American characteristics which I learned to appreciate: tolerance, honesty and the ability to keep one's word. For nine months my door was left open constantly. Often I would leave a note for my friends, saying: "Will be back to-night. Make yourself at home. Beer in the refrigerator." My confidence was never abused.

These characteristics are unfortunately not very widely known abroad. Yet, they are much a part of the American picture as mechanization, race discrimination or gangsterism. In emphasizing these phenomena, I do not mean to imply that America is either better or worse, but merely that it is different from our European countries.

America is different and yet it is similar to all countries of the world. It is similar at the level where the universal language of humanity is spoken, where Yea is Yea and Nay is Nay. As my concluding observation on the American people, I would like to quote the words which "Lederstrumpf" had engraved on the tomb of his friend Chingachkook, the Mohican chief:

"He had the faults of his people  
and the virtues of a man."

PEOPLE ARE WONDERFUL

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Two ILR staff wives received appropriate diplomas conferred upon them by Dean S. S. Atwood of the Cornell Graduate School in the name of the Graduate Wives of Cornell, awarding them the degree of Ph.T. "with all the rights, privileges and honors pertaining thereto in admiring recognition of their praiseworthy and successful efforts, despite privation and hardship, in helping their husbands achieve their educational aims." Degrees were presented to Irene Jones, husband of ILR Ph.D. candidate Dallas Jones, and Ruth Benedict of the Mailing Room, whose husband is a graduate student in Engineering.

Paula Aaronson of the ILR library staff also received a diploma from the Veterinary College in recognition of putting her husband through the five-year veterinary course.

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"Joan Ducks Responsibility" might be the theme of the following transaction: Joan Monson, secretary to Profs. Cullen and Sturmthal, gave several ducks to her neighbor Brad Shaw of the library staff - the idea being that Joan wanted out of the duck business and Brad wanted in. Brad is now sweating out the five-week incubation period to see how many of the 24 eggs hatch.

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The South Lansing Grange, of which Jerry Rounds of the Mailing Room is overseer, won a county-wide Grange drill contest last month. McLean Grange, whose drillmaster is Carl Ladd, also of the Mailing Room, came in second. Rosemary Hatfield, another ILR'er, is also a McLean Grange member.

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ILR'ers Fil Foltman and Herb Zollitsch attended a State Department of Commerce meeting in Syracuse May 12 at which various phases of automation were discussed.

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Visiting Professor Adolf Sturmthal finds himself both attacked and defended in the same issue of "The Economist", an English professional journal. The criticism originated in a book of V. L. Allen's called "Power in Trade Unions", in which the author alleges that Prof. Sturmthal has failed to distinguish between pressure groups and voluntary societies. The review of Mr. Allen's book which appears in "The Economist" says that Mr. Allen is here guilty of woolliness in both thought and expression."

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Prof. and Mrs. Gardner Clark are parents of a son, Crandall Adams, born May 14; weight 7 lbs. 14 oz. The Clarks have a daughter, Beth, age 3½.

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Prof. Arnold Hanson of Resident Instruction attended the installation May 13 in Fredonia of Dr. Harry W. Porter as president of Fredonia State Teachers College.

Marilyn Cooper, secretary to Riley Morrison, took part in the Spring Day float parade last month. She was a program girl in Sigma Pi's and Kappa Delta's "The Theater" float which took second place.

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Bernie Naas, Assistant College Librarian, last month attended a three-day meeting at the University of Illinois of the University Industrial Relations Librarians. He reported on his current project of making a consolidated list of union periodicals.

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Jim Smith, former ILR mailman, who entered the Navy this spring, is currently stationed at Norfolk, Va. To date, he prefers civilian life. His address is: James Smith, SN 433-77-78 Com. Huklent, US Naval Base, Norfolk, Va.

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Announcement is made of the engagement of Frank Tobin '54 of Whitesboro, N.Y. to Miss Martha Ann Cary '54 (Home Ec) of Baldwinsville, N.Y.

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Prof. Emilio Sapienza of the University of Rome, Visiting Fellow at ILR, discussed recent developments in Italian labor law May 19 at the School's international luncheon.

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Addie Tracy of Distribution Center plans to spend the last two weeks of June at Chatham, Cape Cod, at her sister's cottage. Addie's sister and family of five make the trip east every year from their home in Indiana.

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Mrs. Maurice Neufeld is chairman of the local Women's Democratic Club Education Committee. Last month at a local club meeting she compared the Benson farm plan with the Brannan plan.

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Dorothy Johnson of the Fiscal Office, with her husband Marty, spent last weekend in Williamstown, Mass., where she was bridesmaid at a friend's wedding.

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Betty Wilson of the Personnel Administration Office, and her sailor husband plan to spend a week in Canada this month. Her husband is stationed in Newport, R.I., while Betty lives with her folks in Trumansburg.

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Libbie Foster, M.S. candidate, will spend the summer working for the President's Committee on Government Contracts in Washington, D.C.

Bernie Brody, also a master's candidate, will work in the New Haven, Conn. Sears Roebuck store, doing some training work.



MAN OF THE WEEK

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Mark Perlman was raised on a campus and as son of Selig Perlman of the University of Wisconsin, was early conditioned to the academic environment.

Inducted into the Army midway in his college years, soldier Perlman's most memorable assignment was that of interpreter ("talking poorly but rapidly") for Italian prisoners of war working in the U. S. for the American army. He had picked up his knowledge of Italian at the University of Oregon under the army's A.S.T.P. program. (It was at Oregon, incidentally, that Perlman's essay on "Latin Averroism: A Medieval Aristotelian Heresy" won him a prize because his was "the only entry which used footnotes correctly.")

Prof. Perlman has had considerable and varied teaching experience. He taught at Columbia, Princeton, and University of Hawaii, as well as summer sessions at Michigan State and University of Washington. At ILR, where he has been for the past two years, he and Oscar Ornati share an office suite with their attractive secretary, Tennessee-born Sally Gilbert. It was Ornati who volunteered the information that Perlman reads an average of at least three books a day and is a formidable chess player.

At ILR School Prof. Perlman teaches an undergraduate course, "Theories of Trade Unionism" and a seminar "Labor Union History and Administration." This summer he is slated to teach a survey course in Industrial and Labor Relations and "Economics of the Labor Market."

He has made two trips "down under" - the first in 1949-50 on a Social Science Research Fellowship to gather material for his thesis. (Melbourne University Press will shortly publish the thesis under the title "Judges in Industry." It's a study of how the personal social philosophy of arbitration court judges has shaped industrial development.)

Two years ago, during the summer of 1952, under an American Philosophical Society grant, Perlman again visited Australia - this time to study the Australian labor party and the stevedoring industry. On a lecture tour at the time he predicted that Adlai Stevenson would win the presidential election. At the airport as he was leaving the country, he received the following wire from the Perth Betting Club: "If Stevenson doesn't win, don't come back."

On his return to the States he stopped off at the Fiji Islands to discover what makes the natives' hair stand on end. He thinks it could be the whiskey, or maybe it just naturally grows that way. On his way home from Australia the first time he dropped off at Hawaii, was captivated with the place and so applied for a teaching job at the University. Result: next year he returned to a berth on the faculty there.

About a year ago Perlman deserted his bachelor state to marry Naomi, a Chicagoan, whom he met at Columbia. She works in Rural Sociology where, according to her husband, she has achieved an "understanding" with IBM machines.

Perlman once could play the French horn. He admits to playing with the B.B.C. Welsh orchestra, and in the Madison High School band.