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1948

## For Our Information, October 1948, Vol. I, no. 7-8

ILR School, Cornell University

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## For Our Information, October 1948, Vol. I, no. 7-8

### **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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FOR OUR INFORMATION

F.O.I. appears bi-weekly from the Public Relations Office, Room 6, for the information of all faculty, staff, and students of the New York State School of Industrial and Labor Relations, Cornell University. A Report of the Joint Legislative Committee on Industrial and Labor Conditions states, "The most satisfactory human relationships are the product not of legal compulsion but rather, of voluntary determination among human beings to cooperate with one another." In the same spirit, F.O.I. is dedicated to our mutual understanding.

PROF. EMERSON ASKED TO SERVE AS CONSULTANT IN SURVEY OF NEW YORK CITY SCHOOLS

Prof. Lynn Emerson, head of the Industrial Education Division of the ILR School will make five major addresses in October in addition to serving on committees of two important organizations.

Asked by the State Department of Education to serve as consultant for a survey of vocational education in the New York City schools, Professor Emerson spent three days - September 28 through 30 - in Albany, in this capacity.

On October 6, he attended a national institute of the American Hospital Association, speaking on the general topic of the purposes and value of employee training in hospitals.

On October 14, Professor Emerson will make the banquet address before a state meeting of the Pennsylvania Training Directors Association, the theme of the conference being "Train, or Forfeit Freedom". The next day he attends a zone meeting of the State Teachers Association, where he will speak on "Trends in Industrial Education"; and on October 22, he will address another zone meeting of the Association on the same topic.

October 29 will find Professor Emerson in Connecticut, addressing a state meeting of the Connecticut Vocational Association on "The Contribution of Vocational Education to the 60% Group in Secondary Education". The "60%" group is that section of the population who neither go to college nor acquire a skilled occupation, in the normal course of events.

In addition to all of this, Professor Emerson is the first Chairman of the newly formed Research Committee of the American Society of Training Directors.

PROFESSORS BROOKS AND CAMPBELL ATTEND MEETING  
OF AMERICAN MANAGEMENT ASSOCIATION

Professor Brooks, Secretary of ILR School, and Professor Campbell, Head of the Extension Division, spent September 23 and 24 in New York City, attending the annual meeting of the Personnel Division of the American Management Association.

In attendance at the conference - besides Professors Brooks and Campbell - were management representatives from Pittsburgh Plate Glass, General Electric, Ford Motor Company, Union Carbide & Carbon, and Hart, Shaffner & Marx, and others. Also at the meeting were Mark Starr, Education Director for the

International Ladies' Garment Workers Union, AFL; David McCord Wright, Harvard Economist; George W. Taylor, Dean of the Wharton School of Finance and Commerce, University of Pennsylvania; and other leaders in the general field of industrial relations and personnel psychology.

Among the topics under discussion at the conference were Supervisory Training Problems, Wages and Productivity, the Profit System and Social Responsibility, Management-Union Community Relations and Employee Benefit Plans.

A guest speaker at the meeting was Major General Lewis B. Hershey, Director of Selective Service.

#### MRS. PEGGY BYRNER PARKS RETURNS FROM TURKEY

Mrs. Peggy Parks, formerly Peggy Byrner, secretary to Drs. Leighton and Whyte, has but recently returned from a seven months' sojourn in Turkey. Peggy went to Turkey under the auspices of the State Department, in the capacity of secretary to the Security Officer in the United States Embassy, at Ankara.

To live in Turkey is virtually to live in another world, Mrs. Parks declared. The difference between the Oriental and Western ways of life is marked, even in the Middle East. The agrarian population form the bulk of the population, and their conditions of life are extremely primitive. A scene in a rural Turkish town is, to quote Mrs. Parks, "like a scene from the Bible". Since 98% of Turkey's almost non-existent industrial plant is tightly controlled by the government, and since Turkey is a policy state with a well organized secret service, a Turkish labor movement is a near impossibility. The current emphasis in Turkey is evidently upon building up a large and powerful military, rather than exploiting the country's industrial potential - which, Mrs. Parks said, was considerable.

On the lighter side, Mrs. Parks related that when she first arrived in Turkey, she was literally bowled over by the pervading odor of Turkish cigarettes, mutton fat and garlic. Another blow was Turkish coffee, which Mrs. Parks described as thick, strong and full of sediment. To both the odor and the coffee, however, Mrs. Parks soon became accustomed. The Turks, she said, drink their coffee as Americans drink cokes.

Prior to her experiences in the State Department, Mrs. Parks was a special student in the ILR School and secretary to Professors Neufeld and McKelvey. Previous to that, she worked in the CIO office of the WLB in Cleveland, Ohio. Incidentally, Mrs. Parks is a newlywed, with only three weeks' seniority.

#### PROF. FERGUSON WILL LEAD DISCUSSIONS AT ECONOMIC CONFERENCE TOMORROW

Professor Robert H. Ferguson of the ILR School, will lead discussions on teaching elementary economics at a meeting of the Central New York Economics Conference, to be held October 9 and 10, at Colgate University, Hamilton, N.Y.

The Conference, still in its infancy, was formed last Spring, during a meeting at Wells College, attended by Professors Jensen, Marquardt and Tolles. Its members are made up of teachers in the various fields of social science, from such colleges as Colgate, Cornell, Rochester, Hamilton, Elmira and Ithaca, to name a few.

Under discussion at the October sessions will be: "The Structure and Content of the Economics Curriculum"; "The Nature and Content of the Elementary Economics Course"; and "Contributions of Recent Theoretical Developments to the Elementary Economics Course".

### THE KRASILOVSKYS RETURN FROM 11,000 MILE TRIP TO ALASKA

Phyllis Krasilovsky, secretary to Professors Tolles and Ferguson, has recently returned, with her law student husband, Bill Krasilovsky, from an 11,000 mile motor trip to Alaska. Asked what circumstance prompted the journey, Phyllis replied that they were "looking for a place to live" - but hastened to add that she and Bill did not contemplate commuting daily between Juneau and Ithaca. Since Bill Krasilovsky will receive his law degree from the Cornell Law School next summer, ~~the Krasilovskys~~ ~~have decided on Alaska~~ as a likely spot for Bill's future practice. He hopes to work for the government, probably in Juneau, accumulate experience, then "homestead", building up a private practice in a small Alaskan community.

An American Crosley constituted the Krasilovsky's vehicle for the westward trek. Once in Alaska, however, they traded in the exhausted automobile on an Alaskan model, same make, in which they returned, complete with Alaskan license plate, to New York, attracting considerable attention as they came.

From Anchorage (where Phyllis worked as a soda jerk and Bill as a long-shoreman), they traveled by boat to Seattle, picked up the car, and drove on to Los Angeles. In L.A., Bill appeared on the radio show, "Double or Nothing", winning \$40 and a case of Campbell's Pork and Beans. In addition, they toured Paramount Studios, under the auspices of Cecil B. DeMille, who had become intrigued by their Alaskan adventures. On the trip east, Phyllis says, they were the center of interest wherever they went, and on the strength of their Alaskan license plates were constantly invited to dinner by perfect strangers. In Cincinnati, the Crosley Motor Corporation awarded them, as a token of appreciation for the glamour they had lent to the industry, a new motor and generator for their car.

The Krasilovskys will soon be showing movies of the trip, here at the school, for interested students and staff. Both Mr. and Mrs. Krasilovsky have written articles about their Alaskan summer. One of Bill's has been accepted by the periodical, "Liberal Judaism", and one of Phyllis' called "The Road to the North Countrree", is being considered by Holiday magazine.

### PROF. JEHRING SETS UP WEEKLY PREVIEW FILM PROGRAM; FILMS WILL BE SHOWN FROM 2 TO 3 P.M. TUESDAYS IN ROOM 50

Prof. J. James Jehring's Audio-Visual Aid preview program got off to a flying start this week, with the showing of a film entitled "Operation 46", produced by General Mills. The film related General Mills' employee relations program, and was the first of a regular series on various aspects of industrial and labor relations, to be held throughout the school year in Rm. 50 on Tuesdays from 2 to 3 p.m. Professor Jehring, head of Audio-Visual Aid, announces that the second film, to be previewed to students and staff next week, will be an over-all survey of the workings of the carpenters' union, AFL, produced under the auspices of the United Brotherhood of Carpenters & Joiners of America.

Professor Jehring spent Saturday, Oct. 2, in Albany, where, in addition to being interviewed by the Albany Safety Council on station WABY, he attended a meeting of the steering committee of the New York State Audio-Visual Council. This Council, which Professor Jehring was instrumental in founding, was organized last summer, and will hold a state-wide meeting in December of this year.

Professor Jehring will again present films at the Ithaca Gun Company's monthly foremen's dinner meeting this winter. Jehring last year planned and

conducted an audio-visual program concerned with problems of supervision, for the Gun Company's foremen, and the program was so successful that he has been asked to repeat it this year.

#### SENATOR IRVING IVES SPEAKS AT CORNELL

U.S. Senator Irving M. Ives, former dean of the ILR School, spoke Thursday evening at Bailey Hall in the interests of the Dewey-Warren campaign. Senator Ives was introduced by W. Sterling Cole of Bath, Representative of the 39th District. His appearance was sponsored by the Young Republican Club of Cornell in conjunction with the Republican Committee of Tompkins County.

Senator Ives was elected to the U.S. Senate in 1946 after a career in the State Assembly where he served both as speaker and majority leader. He was formerly a trustee of Cornell University and was appointed first Dean of the ILR School in June of 1945.

#### STUDENT MEMBERS OF THE AMERICAN INSTITUTE OF ENGINEERS HEAR PROF. SMITH

Professor Alpheus W. Smith, Assistant Director of Extension, addressed a group of about 75 student members of the American Institute of Chemical Engineers on Friday, October 1, at Olin Hall. His discussion revolved around some of the ideas developed in a recent novel, The Plague, by Alfred Camus. Camus was a leader in the French Resistance Movement during World War II. Although the book purports to tell the story of an historic plague epidemic in France, Prof. Smith stated that it is actually an allegory, dealing with issues of contemporary social and political import. In the light of current national and international problems, Smith developed the concept of the futility of a specialized, isolationist outlook in a closely knit, interdependent world.

#### PROF. JEHRING RETURNS FROM PRESIDENT'S CONFERENCE ON INDUSTRIAL SAFETY

Prof. J. James Jehring, head of the audio-visual department of the ILR School, has returned from the President's Conference on Industrial Safety in Washington.

Jehring served as Vice Chairman of the Conference committee on labor education in safety. Called by President Truman, the conference was attended by 250 leaders in the field of industrial safety. Conference will again meet next March. Sessions were held in the Labor Department, with Secretary of Labor Maurice J. Tobin as general chairman.

Professor Jehring, a leader in the field of industrial safety in New York, said on his return: "The two most important items coming out of the President's conference were: Agreement among labor and management leaders present that industrial safety was one field in which they could agree on common objectives, and that the problem of the human factor in accident prevention was one that deserved study."

#### ARDEMIS KOUZIAN JOINS EXTENSION STAFF

Ardemis Kouzian, research Associate, is now a full time member of the Extension Division. Her duties will include representing the School in the Capital District, working directly with Prof. Eleanor Emerson. Other duties will include the development and general direction of the directories and general direction of the directories and contact file and other administrative duties in the Extension Division.

PEOPLE ARE WONDERFUL

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Dora Faucett is now wearing a beautiful diamond ring. She promises details later.

Bill Zimmerman, graduate assistant to Professor Tolles, holds a B.A. from Oregon State. He is here to complete his Masters degree.

Elliot B. Doft, graduate of the class of June 1948, was a guest of the School Saturday, Sept. 24. He is in training at the Princeton Knitting Mills and is working toward an M.A. in Business Administration at N.Y.U. in the evenings.

Martin Morand, who finished his B.A. degree at ILR in Feb. 1948, was in Ithaca October 4. At the moment Morand is doing organizing work near Scranton for the International Ladies Garment Workers Union. He has been with the I.L.G.W.U. for six months and has found the work interesting and exciting. Although a good part of the I.L.G.W.U. organizing is done through strikes, he said he has run into no violence. The job involves the dissemination of folders and pamphlets, calls on the workers in their homes in the evenings, finally organizing meetings. Open meetings are usually avoided, Morand stated, until a large percentage of the workers are in active participation in the union movement.

B.F. Catherwood, father of Dean Catherwood, is Professor of Economics at Purdue University in West LaFayette, Indiana.

Bruce McKenzie, ILR senior, is the regular announcer over WHCU from 6:00 to 7:00 p.m. every evening. McKenzie, who has considerable radio experience, was also an announcer last year over WHCU and this summer worked in the Personnel Division of CBS in New York City.

Morris Sackman, who got his M.S. from ILR in Oct. 1948, is working for Local 22 of the Dress Joint Board of the International Ladies Garment Workers Union. On Sept. 20, he began his training for the managership of the Sick Benefit Department which serves as a claims department for Local 22 members under the dress industry's Health and Welfare Fund. "My job," Sackman writes, "consists of three elements. First, I manage the office and its record keeping and staff of five girls. Second, I approve the payment of claims under the regulations of the health fund. Third, I handle problem cases which arise during the interviews."

Sackman, prior to his new position, had some interesting experiences raising funds at Turtle Lake, North Dakota, for a cooperative hospital. His brother Samuel Sackman is a senior at ILR.

Mary Martha Ryan has joined the Extension staff as Supervisor of the directories and contact files. She is a resident of Rochester and a graduate of Mt. Holyoke, where she majored in Economics.

B. Alexander Hecht, also known as "Brandy", who during the summer was doing ground-level research on the effect of chasing cows out of the barn, has now joined the ILR staff as canine adviser to the coffee hour. In this capacity, Brandy will study the problem of how to get more people to share their doughnuts.

Nancy Persons, ILR senior, is working for the Extension Division, assisting in the development of mailing lists. This past summer she worked for the NLRB in Buffalo.

John and Joette Thurber have moved to their new home on the Slaterville Rd. He is now learning to fire a coal furnace and any tips would be appreciated. On the first birthday of Pam Thurber, six additional births were celebrated when John's cocker spaniel "Freckles" had puppies.

Mrs. Laura Huntley has joined the New York City office of the Extension Division as Office Secretary. The office is located at 12 E. 41 St., Room 507. Mrs. Huntley served for a number of years with the Foreign Policy Association.

Clare Lowin, graduate of Buffalo State Teachers College, is Office Secretary in Buffalo.

Prof. J. James Johring will represent the Extension Division in the Western District, working with management and union representatives on the development of educational programs in industrial safety and audio-visual aids this fall and winter.

#### PROFESSOR ADAMS ATTENDS MEETING OF ADVISORY COMMITTEE ON RESEARCH OF THE NEW YORK STATE DEPARTMENT OF LABOR

Professor Leonard Adams, Director of Research, attended a three-day meeting of the Advisory Committee on Research of the New York State Department of Labor Sept. 28, 29, 30. While serving on the committee, he also conferred with both management and labor leaders on the possibility of two conferences on research, one with labor and one with management. On the basis of interest expressed, plans are being made for two such two-day sessions.

On Sept. 17, Professor Adams participated in a panel discussion relating to the problem of unemployment in a full-employment economy. The panel was held in Rochester by the International Association of Public Employment Office Employees.

#### LOIS REMMERS BECOMES GRADUATE ASSISTANT IN PUBLIC RELATIONS

Lois Remmers joined the ILR School staff as a Graduate Assistant in Public Relations last week. Many of the articles which appear in this week's FOI are by Miss Remmer, and she will be responsible for much of the material in subsequent issues. Miss Remmer has a B.A. from Antioch, an M.A. from Purdue, and is here to complete her Ph.D. Her experience in public relations work is considerable. From 1946 to 1947 she worked with the Workers Education Department of the Kentucky State Federation of Labor doing public relations work and



research, from January to June 1945 she edited the "Aeor Mechanics", news organ of the International Association of Machinists, in Seattle, and in 1944 she was feature writer in New York City for "The Witness", an official organ of the Episcopal Church.

#### MAN OF THE WEEK

(That you may better know other members of the faculty, staff, and student body, each issue we present a thumbnail biography)

To know Leonard Adams is to like him. Quiet, easy-going, friendly, with a sense of humor which can take the air out of any situation inclining toward inflation, he brings to the position of Director of Research a solid background of training, knowledge, and experience.

Professor Adams worked his way through Alfred College, then went on to get his MA and Ph.D. in economics from Cornell. From 1929 to 1934 he taught economics at Cornell, then spent a half-year on the faculty of Colgate. In 1935 Washington called him. For a year he was Associate Research Assistant in the U.S. Government Central Statistical Board. From 1936 until 1942 he was Associate Economist for the New York State Department of Labor, from 1942 to 1946 Principal Economist of the State and Federal Employment Service in Albany and New York City, and prior to coming here, was Director of the Bureau of Business Research in the State Department of Commerce.

In the course of his career, Professor Adams has written two books and contributed to many government and labor market publications. In 1936, one of his books, "Economic Brief", in support of the Constitutionality of the New York State Unemployment Insurance Law was written for the office of New York State's Attorney General. "Agricultural Depression and Farm Relief in England - 1813-1852" was published by P.S. King and Son of London.

Professor Adams is the proud father of two stalwart young men, Leonard - age seven, and Sammy - age three and one-half. Together Adams and sons operate a three-quarter acre farm near Community Corners.

#### PROFESSOR BEACH'S CLASS WILL MAKE FIELD TRIP TO COAL MINES IN SCRANTON, PENNSYLVANIA

In connection with IIR 2, Industrial Occupations and Processes, Professor Kenneth Beach has planned a field trip for October 13th to Scranton, Pa. The class will go through the breakers and mines of the Hudson Coal Company. Present plans are to leave the IIR building on Oct. 13th at 8:30 a.m., to have lunch in Scranton at the Scranton Chamber of Commerce, and to return to Ithaca about 6:00 p.m.

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Walter Witham, Graduate Assistant to Prof. Jehring, is working for a Ph.D. in industrial education. Mr. Witham comes from Orono, Maine where he was instructor in mechanical engineering at the University of Maine. Previous to that, he taught in the Maine public school system at Bangor and Portland.

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Ellen Dawson is the new secretary to Professors Jehring and Ferguson. She hails from Baltimore where she attended Strayers Business College. Mr. Dawson is going to the School of Electrical Engineering.

NEWS RELEASES

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ALIEN FLANDERS OF BRITISH LABOR PARTY EXPLAINS UNION POLICY CHANGES

Sept. 28, 1948

In Great Britain strikes are no longer an instrument of union policy, though the right to strike is still held sacred, Allen Flanders told the School of Industrial and Labor Relations at Cornell Monday.

Flanders, for years an active member of the British Labor Party, said the party's greatest change since it came into power was that it recognized the necessity of representing the national interest rather than on class alone.

Actually, the unofficial strikes are negligible, he said. Since the war, these have amounted to the loss of one working hour per worker per year.

More and more, unions in Britains have had to think of the common good of the country, Flanders declared. Three factors caused unions to adopt this changed policy, he enumerated: 1. Full employment. 2. The wide section of 3. Development of economic planning.

As a member of the research staff of the Trades Union Congress in 1943, Flanders helped draft its postwar reconstruction reports. In 1946 he was made director of the German political branch of the British Control Commission. The branch was responsible for supervising the growth of new political parties in the British Zone of Berlin.

PROF. SMITH SPEAKS BEFORE ROTARY CLUB IN BINGHAMTON  
ON "COOPERATION AND CONFLICT"

Sept. 28, 1948

Cooperation and conflict was the subject of a speech by Prof. Alphus W. Smith of the School of Industrial and Labor Relations at Cornell this noon before the Binghamton Rotary Club.

In handling industrial and labor relations, said Professor Smith, "we must be concerned with motivations. The most powerful threat to our economic welfare lies in the desire of each group to protect and fortify itself against that which it does not understand about other groups."

Workers too often are ignorant of the facts of the American economic system, he pointed out, particularly problems of organization, finance and distribution, while management is too often unaware of the workers' motivation and protective devices.

PROF. KONVITZ NAMED TO COMMISSION

Sept. 28, 1948

Dr. Milton R. Konvitz of the School of Industrial and Labor Relations at Cornell has been appointed to the Commission of the National Conference of Christians and Jews.

Purpose of the commission is to popularize the program of the conference, aimed at enabling people of different religious and cultural backgrounds to live together and to contribute democratic community organization and living. The commission will work with the conference's sixty-five local offices.

Others named to the commission include Mark Starr, educational director

of the International Ladies Garment Workers Union; Ira Mosher, chairman of the executive committee of the National Association of Manufacturers; Matthew Woll, vice president of the American Federation of Labor; and James B. Carey, secretary-treasurer of the Committee for Industrial Organization.

CORNELL UNIVERSITY PRESS PUBLISHES "THE NEW INDUSTRIAL RELATIONS"

Sept. 24, 1948

The Cornell University Press has just published "The New Industrial Relations", a book containing five articles on the philosophy and techniques of human relationships in industry. These articles were originally delivered in a lecture series sponsored by the New York State School of Industrial and Labor Relations of Cornell University. The lectures were made possible by a gift from Edward L. Bernays, prominent New York public relations counsel and Cornell alumnus of the class of 1912.

The dynamics of the individual worker - his ambitions and his fears, his loyalties and his hostilities, are the subject of inquiry in the series of articles.

Louis M. Hacker, the author of the first chapter, "Collective Bargaining and American Institutions" is Professor of Economics in Columbia University and a recognized lecturer and writer in the field.

Benjamin M. Selekman, Professor of Labor Relations in Harvard University Graduate School of Business Administration, wrote the chapter entitled "Implications and Problems Raised by Collective Bargaining." He has extensive first-hand experience in collective bargaining.

The third chapter of the book is on the subject "Basic Elements in Labor Relations Practice". It is written by Ralph T. Seward, Impartial Arbitrator for the United States Steel Corporation and the United Steel Workers of America.

W.J. Dickson wrote the fourth chapter, "An Approach to the Human Factor in Work Relations." He is Assistant Superintendent of Personnel, Counseling and Research of the Western Electric Company.

Dr. T.V. Smith, Professor of Citizenship and Philosophy at the Maxwell Graduate School of Citizenship and Public Affairs, Syracuse University, is author of the final chapter, "Industrial Relations and Modern Society." Besides his academic duties, Dr. Smith has led a varied career in politics and government and has written several works on the subject of American culture and development.

The increased realization of the fact that a worker's relationship with his employer involves much of his whole life as a member of democratic society has focused attention upon human relations in industry. "The New Industrial Relations" attempts to evaluate the role of industrial relations in our dynamic economy.

PROFS. KONVITZ AND MURPHY EDIT NEW BOOK

Sept. 24, 1948

Cornell University Press has announced the publication of "Essays in Political Theory Presented to George H. Sabine."

The book was edited by Prof. Milton R. Konvitz of the School of Industrial and Labor Relations at Cornell, and by Prof. Arthur E. Murphy, chairman of the Department of Philosophy.

The occasion of the publication of the book is the retirement of Professor

Sabine last July after 41 years as a professor of philosophy at various universities, including 4 years as dean of the Graduate School and 3 years as vice president at Cornell.

The book published in his honor contains 17 essays written especially for the book by former students and colleagues of Professor Sabine. Among the contributors of essays are the following members of the Cornell faculty: Profs. G.W. Cunningham, Robert E. Cushman, Konvitz, Murphy, and Henry A. Myers. The book also contains a bibliography of the writings of Professor Sabine prepared by John M. Robinson.

Professor Sabine and Mrs. Sabine are at Telluride School at Deep Springs, California. Upon their return to Ithaca in February, the volume will be presented to him by the contributors and editors.

#### EXTENSION DIVISION OFFERS PROGRAM AT MT. VERNON

Oct. 1, 1948

In connection with the Mount Vernon Adult Education Program, the Extension Division of the New York State School of Industrial and Labor Relations at Cornell University is offering a ten weeks course in industrial and labor relations. The course, titled "Introduction to Industrial and Labor Relations" will be taught by Dr. John A. Fitch. Classes beginning Monday Oct. 11, and continuing for ten weeks, will convene in the library of Washington Junior High School at Mount Vernon.

Dr. Fitch is at present a lecturer in Labor Relations at the School of Business at Columbia University. From 1942 until 1947 he was a Member of the National Railway Labor Panel, and from 1943 to 1945 was a Panel Member under the War Labor Board. Dr. Fitch has also frequently served as Arbitrator in various labor-management disputes under the New York State Federal Mediation Board and under private auspices.

This course offered by Cornell University's Industrial and Labor Relations School is one of the educational services of the Extension Division. The Extension Division offers in addition to community courses in industrial and labor relations lectures, courses for specific groups, workshops, conferences, and institutes.

In the 12 months ending June 30, 1948, the Extension Division conducted 124 programs with 5,789 registrations in 18 communities. Seventy-four of these programs were community courses, forty-four were specialized courses for labor and management groups, four were lecture series, two were conferences. In addition, twenty staff and faculty members gave 166 talks in forty-six New York State communities and seven communities outside the State to audiences totalling 20,177. The Extension services are supplied without charge to the people of New York State.

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EXTENSION DIVISION OFFERS EXTRA-MURAL COURSE  
FOR WESTINGHOUSE IN BUFFALO

On Oct. 6, the School began a fifteen-week extra-mural course for assistant foremen, foremen and junior executives of Westinghouse Electric Corporation in Buffalo. Titled "Introduction to Industrial and Labor Relations", the course includes instruction in labor union history, labor market analysis, personnel management, human relations, labor and industrial legislation, collective bargaining, and mediation and arbitration.

Mrs. Lois Spier Gray, the School's extension representative in Buffalo, is serving as coordinator for the course, and will teach industrial and labor legislation. Other participating instructors are Louis Yagoda, Supervising Mediator for the New York State Board of Mediation in Buffalo; and Professors Robert Ferguson and John Brophy of the ILR faculty. Mr. Yagoda will teach sections of the course concerned with labor union history and organization, and collective bargaining. Professor Ferguson will teach the section of the course concerned with labor market analysis and employment practices, and Professor Brophy the section on personnel management and human relations.

FELICIAN FOLTMAN BECOMES RESEARCH ASSOCIATE  
WILL HANDLE DUTIES OF PLACEMENT SECRETARY

Felician Foltman has been made a Research Associate and will succeed Richard Hanley as Placement Secretary of the ILR School. Hanley leaves November 1st for duties in the Industrial Relations Division of the Continental Can Company.

Foltman, who hails from Amsterdam, N.Y., got his B.S. in Industrial Education at Oswego Teachers College. Prior to getting his M.S. in industrial education at the ILR School, he taught industrial education in secondary schools and was a supervisor for the NYA on a resident work project in up-state New York. During the war, he served for nearly five years in army ordnance, traveling throughout the Middle East and Europe, supervising the repair of tanks and vehicles. Discharged as a Major, Foltman came to the ILR School the fall of 1946 and is now completing requirements for his Ph.D.

DON GLEASON ACCEPTS POSITION IN INDUSTRIAL RELATIONS  
WITH GENERAL ELECTRIC IN BRIDGEPORT

Don Gleason, ILR graduate, has accepted a position with General Electric. Gleason, who graduated in September, was a member of the second class at the ILR School. He will be employed in the Industrial Relations Department of the General Electric Corporation in Bridgeport, Connecticut.

Gleason is a native of Oneonta, N.Y. As part of his summer work-training experience he worked with Ford Motor Company in Detroit last summer and with the United States Employment Service in Oneonta the summer of 1946.

FIELD TRIP OF PROFESSOR BEACH'S CLASS IN "INDUSTRIAL OCCUPATIONS AND  
PROCESSES" TO COAL MINES PROVES TO BE HIGHLY SUCCESSFUL

Professor Kenneth Beach's class in "Industrial Occupations and Processes" visited the breakers of the Hudson Coal Company last week. Over a hundred carloads of coal are each day washed, sorted, processed, and loaded for shipment at the Hudson breakers. A trip of 900 feet underground through the coal mines followed.

The Hudson Coal Company arranged for the group to have lunch at the Scranton Chamber of Commerce, and at the luncheon the group was welcomed by Edgar C. Weichel, General Manager of the Hudson Coal Company. J.M. Crosby, Assistant to the President of the Anthracite Institute then gave the students a talk on the anthracite industry.

In the afternoon students explored the mine in groups of six and seven accompanied by guides. All were given miners' hats with lights and were taken back to the face of the mine.

Professors Robert H. Ferguson and Mills Gardner Clark accompanied the group of 43 undergraduate and graduate students. Leaving at 8:30 A.M., the group returned to Ithaca at 8:15 in the evening.

KEN HUBBARD JOINS INDUSTRIAL RELATIONS STAFF  
AT KAISER-FRAZER IN WILLOW RUN

On Monday, October 18, Ken Hubbard, a graduate of the ILR School, took up his new duties in Kaiser-Frazer's Industrial Relations Department at Willow Run, Michigan. Hubbard received his B.S. degree in September, 1948, and was a member of the second group of students starting as freshmen in the School of Industrial and Labor Relations and continuing through to the B.S. degree. Last summer he worked for Kaiser-Frazer as part of ILR work-training program.

ARTICLE BY PROF. JEHRING WILL APPEAR IN "SUPERVISION"

An article by Professor J. James Jehring tentatively titled "Films for Foremen" will soon appear in the management publication "Supervision". The article concerns new techniques in getting across desired attitudes to plant foremen by means of the film medium. Prof. Jehring states that during the war considerable work of this sort was done with production employees. Employees were shown films dealing with such matters as waste reduction,

safety, and improvement of human relations. The films-for-foremen program is an extension of this war-time work.

PROFESSOR KONVITZ WILL PARTICIPATE IN COOPER UNION FORUM

On Sunday, October 17, Prof. Milton R. Konvitz spoke at the Forest Home Church on "The Fourth Partition of Palestine".

Prof. Konvitz is also scheduled to speak before the Cooper Union Forum in New York City on Dec. 12 on the subject "The Multidimensionality of History". His address at Cooper Union is one in a series sponsored by Cooper Union's Division of Social Philosophy on the general theme of "The Meaning of Human History". Others who will participate in the lecture series include Dr. Harold Taylor, President of Sarah Lawrence College; Ernest Nagel, Professor of Philosophy at Columbia University; and Ralph E. Turner, Professor of History at Yale University.

TIME OF WEEKLY FILM PREVIEW PROGRAM CHANGED: FILMS WILL BE  
SHOWN FROM 10 TO 11 A.M. TUESDAYS IN ROOM 50

Professor Jehring announces that the time for film previews has been changed from 2 to 3 P.M. on Tuesdays to 10 to 11 A.M. on Tuesdays. All films will be shown in Room 50.

PROFESSORS BEACH, BROPHY AND EMERSON ATTEND CONFERENCE OF  
DIRECTORS, SUPERVISORS & PRINCIPALS OF VOCATIONAL EDUCATION

Professors Kenneth Beach, John Brophy, and Lynn Emerson attended a conference of leaders in vocational education held at Lake Placid Oct. 17, 18 and 19. At the conference Professor Beach was chairman of a workshop session on the subject "The Intermediate School District and the Area Vocational School".

PROF. SMITH SPEAKS BEFORE LOCAL 241, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS-AFL

Prof. Alpheus W. Smith spoke Wednesday night to members of Local 241, International Brotherhood of Electrical Workers - AFL of Ithaca at a testimonial dinner and party given in honor of seven union members who had completed 25 years of service in the Ithaca local. Guests at the banquet held at the Valley House were wives of local members, and employers of the electricians and their wives. The seven honored members were given specially designed pins as tokens of appreciation for their quarter-century of service. Professor Smith gave the address of the evening on the subject "On Working Together".

ARTICLE BY PROF. MCKELVEY WILL APPEAR IN  
"LABOR AND THE NATION"

An article by Prof. Jean T. McKelvey on methods of teaching labor and industrial relations will appear in the December issue of "Labor and the Nation". The article is titled "Teaching Industrial and Labor Relations".

THE KRASILOVSKYS WILL SHOW FILMS OF THEIR ALASKAN TRIP  
10 A.M. TUESDAY IN ROOM 50

Bill and Phyllis Krasilovsky will show films of their 11,000 mile motor trip through Alaska this coming Tuesday morning, October 26th at 10 o'clock in Room 50. The Krasilovskys will contribute a running commentary to the film. Some of the film is in color, some black and white.

Held in conjunction with Prof. Jehring's weekly film preview session, the film travelogue will run half an hour in length, and will be followed by a preview of a current industrial film.

PLACEMENT STATISTICS ISSUED

Of a total of 102 ILR School graduates, 46 are now placed with industry, in industrial relations, personnel administration, job training, sales, and industrial engineering, according to statistics compiled by the School's Placement Division. Comprising the next largest group are the 24 students who have remained in school, here and elsewhere, for advance study.

Seven graduates now work for the government, three for the National Labor Relations Board, two for the New York State Department of Labor, one for the New York State Department of Agriculture and Markets, and one for the U. S. Atomic Energy Commission.

Four graduates are now in the employ of organized labor, one as an organizer, one as a business agent trainee, and two in research. Three are in educational institutions, two as instructors and one doing research.

Five are classified as "other", which means housewife, in two cases, secretarial in two more, and the United States Naval Reserve in one. The remaining thirteen are not classified, since information with regard to them is uncertain.

Of the eleven graduates with either Ph.D. or M.S. degrees in Industrial and Labor Relations, three are now in educational institutions, five are in industry, two with the government, and one unclassified due to uncertain information. Of the 20 with post-graduate degrees in Industrial Education, 18 are in educational institutions and two are continuing their studies.

TIP ROSEBERRY WILL WRITE FOR ILR SCHOOL

Arrangements have been made with C.R. (Tip) Roseberry, class of '25, who has had wide newspaper and general writing experience, to do special writing for the ILR School during the coming six months.

For six years before the war, Roseberry was columnist and motion picture, theatre and music critic for the Knickerbocker News. Prior to that, he wrote for the Frank Gannett newspaper chain in Ithaca, Rochester and Olean.

During the war, he served as a Lieutenant in Naval Intelligence, and his most recent work has involved public relations, publicity and feature writing for the National Taft-for-President Committee.

Roseberry has a wife and two sons - Robert, 17, and Richard, 22. While at the School, he will write features and pamphlets for the Extension and Research Divisions.



PEOPLE ARE WONDERFUL

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From her new home in Great River, Long Island, Doris Young, formerly secretary to Professor, writes . . . to Ethylene Lewis, Professor Konvitz's secretary -

"Hal just loves his job, and that's all important. It keeps us going. He's very happy...for he has lots of people to talk to all day long, and they talk about milk and cheese constantly. But I think the meanest thing that anyone could do to me - the gal who thrives on talk - is to put me way out here two miles from civilization, with not even a dog to talk to... Oh, how I long for my job at ILR - this being a housewife is not for me".

Hal Young, Doris's husband, is a graduate of Cornell's Dairy School.

Mrs. Margaret Haynes, Secretary in the Albany office of the Extension Division, visited the School October 4th through October 8th. Mrs. Haynes has been with the Albany office of the Extension Division since it was first set up, working last year with Professor Eleanor Emerson.

John Eddison, who got his M.S. from ILR School in February 1948, visited the School October 9th. He is at present in Charleston, West Virginia with DuPont, serving in the personnel division of the Belle Works. His job entails interviewing and labor market analysis.

William Burns, ILR graduate, is also with DuPont in Charleston, West Virginia. He is in the same office and works very closely with John Eddison in the personnel division. Mr. Burns recently acquired an eight pound, nine ounce namesake.

Bud Parsons, completing his Ph.D. in collective bargaining, is assisting in the instruction of the course "Introduction to Industrial and Labor Relations". Parsons got his B.S. from Akron University, from 1937 to 1939 worked with an Ohio well drilling company, from 1939 to 1943 worked for Firestone, and from 1943 to 1945 served with the 69th Division of the U.S. Army through the European campaign. He is here on a leave of absence from Firestone to finish his advanced studies. While doing research a month ago, Parsons was stricken with double pneumonia. He is now completely recovered and in the midst of research once more.

Henry Mims headed south for Talladega, Alabama Sunday. Talladega is his home. While there, he plans to study for his Master's exam and complete his thesis. He holds a B. S. in Commerce and Business Administration from the University of Alabama.

Lois Remmers' father, Dr. H. H. Remmers, is Director of the Division of Educational Reference and Professor of Education and Applied Psychology at Purdue University in Lafayette, Indiana

Ralph Campbell, Director of Extension, spent last week in Buffalo, Corning, Elmira and Syracuse, and this week is off to New York. He will return today.

DEAN CATHERWOOD SPEAKS BEFORE UP-STATE POLITICAL SCIENCE GROUP

Dean M. P. Catherwood spoke last week Wednesday in Albany at a Convention of the New York State Legislative Board of the Brotherhood of Locomotive Firemen and Enginemen.

On Friday, October 15th, he spoke on the subject "Political Science and Labor Relations" before the second annual meeting of the Up-State New York Political Science Group in Syracuse. Others featured on the program included Henry J. McFarland, Director of the Municipal Service Division of the New York State Department of Civil Service; Professor T. V. Smith of Syracuse University; and Paul H. Appleby, Dean of the Maxwell Graduate School of Citizenship and Public Affairs at Syracuse University. Dr. Rodney L. Mott of Colgate University presided over the annual meeting.

SENATOR IVES REAFFIRMS PURPOSE OF THE NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS

Senator Irving M. Ives, former Dean of the ILR School, speaking at an informal gathering of ILR faculty declared that "as long as the School takes the middle road and neither favored management nor labor, it will be doing the job for which it was created. There are school which teach industrial relations, and there have been workers education schools for years. The thing that is unique about the School of Industrial and Labor Relations is that it serves both labor and management impartially. If, for any period, the School serves one group and not the other, if, for any time, the School fails to keep to that middle line, then the purpose of the School will be defeated. I congratulate those of you who are on the faculty for having kept the School dedicated to the purposes for which it was founded.

PAUL M. HERZOG, CHAIRMAN OF THE NLRB, VISITS ILR SCHOOL TODAY

Paul M. Herzog, Chairman of the National Labor Relations Board, is visiting the School today. Herzog has a distinguished record in the field of industrial and labor relations. Graduating magna cum laude from Harvard in 1927, he taught at the University of Wisconsin, then returned to get his law degree from the Harvard Law School in 1933. From 1933 to 1935 he was Assistant to the Secretary of the National Labor Board, in 1937 became one of the original members of the New York State Labor Relations Board, and was appointed Chairman of the New York State Board in 1942. Following two years active duty in the U.S. Navy, he was appointed by President Truman in June 1945 to his present post of Chairman of the NLRB.

LEADERS OF INDUSTRY AND GOVERNMENT SPEAK AT SCHOOL

R. E. Kirkpatrick, Supervisor of Wage and Salary Administration of Socony-Vacuum Corporation, spoke to students in Prof. John Brophy's class in "Job Analysis" and Prof. Earl Brook's class in "Personnel Management" on the subject "Installing and Maintaining a Job Evaluation Program" Wednesday, Oct. 20th. H. F. Kneen, Vice President in Charge of Manufacturing at the Lincoln Electric Company in Cleveland, addressed students of Prof. Brophy's "Personnel Management" class and Dave Hyatt's class in "Public Relations" this morning.

On Monday, October 25, Harry Douty, Chief of Wage Analysis in the Bureau of Labor Statistics will address the graduate seminar in Room 50 at 3:00 P.M.

On October 27, Robert C. Smith, Director of Industrial Relations, Pullman-Standard Car Manufacturing Company, Chicago, will speak on "Recent Trends in Industrial Relations" in Room 50. ILR faculty and student body are invited to attend.

#### MAN OF THE WEEK

(That you may better know other members of the faculty, staff, and student body, each issue we present a thumbnail biography)

Few men in America bring to their field the breadth of experience and knowledge which Professor Lynn A. Emerson possesses. Because of his rich background of training and practical field work, his sincere interest in human beings, his earnest desire to be of service, his modest demeanor, and quiet friendliness, hundreds of people and many organizations have turned to him for aid and counsel in the past 30 years.

Graduating with an electrical engineering degree from the University of Minnesota in 1911, he served as foreman and inspector for the Rauch and Lang Electric Car Co. on graduation, then as a power sales engineer for the Minneapolis General Electric Co., and from 1913 to 1915 ran his own electrical contracting business.

It was in 1915 that he turned his talents to education, first teaching industrial arts in a high school, then heading the automotive department of an industrial institute. From this point he moved to the head of his profession in swift steps, becoming State Supervisor of Vocational Education for the state of Maryland, Director of Vocational Education at Joliet Junior College, Director of the Y.M.C.A. Schools, finally Professor of Industrial Education at Cornell in 1938.

For the past 15 years, Professor Emerson has been rendering state and national service in his field as Consultant for the President's Advisory Committee on Education during 1937, as Consultant for the National Youth Administration from 1938 to 1940, as a Consultant for the New York State Committee on Technical Institutes in 1945-46, and most recently, as Consultant for a Survey of Vocational Education in the New York City schools.

#### OCTOBER "INDUSTRIAL & LABOR RELATIONS REVIEW" FEATURES ARTICLE ON UNION-MANAGEMENT COOPERATION

Articles on union-management cooperation, profit sharing plans, the management prerogative issue and conciliation and arbitration spark the October issue of the "Industrial and Labor Relations Review", ILR's quarterly publication.

Paul F. Brissenden and John M. Keating contribute an article entitled "Union-Management Cooperation in Millinery Manufacturing in the New York Metropolitan Area". Concerning profit-sharing plans, the "Review" offers "Profit Sharing Under Collective Bargaining: Three Case Studies", by Joseph N. Scanlon, and "Economic and Legal Aspects of Profit Sharing Plans", by Gustave Simons.

Labor's attitude toward health insurance is discussed by Franz Goldmann, and conciliation and arbitration in Australia and New Zealand, where arbitration is compulsory in some instances, by Lloyd Ross and Morris Weisz.

CHARLES GARSIDE CHAIRMAN OF THE STATE COMMISSION AGAINST  
DISCRIMINATION SPEAKS BEFORE GRADUATE SEMINAR

Oct. 12, 1948

The New York State Commission Against Discrimination has handled a total of 1300 verified complaint cases, plus several hundred non-complaint investigations in the three and a half years of its existence, Commission Chairman Charles Garside told students and staff at a graduate seminar at the New York State School of Industrial and Labor Relations yesterday. If the Commission's work has received little publicity, Garside added, it is because the fair employment practices law requires the Commission to settle cases "on the threshold", by means of persuasion and conciliation, holding public hearings only when these means fail.

Garside compared the controversy arising over passage of the anti-discrimination law to that which arose more than 100 years ago, when legislation to abolish imprisonment for debt was proposed. The argument then was like the argument now - that such legislation would destroy freedom of contract and seriously damage the entire structure of society.

That this has not been the case, with regard to FEPC, Commissioner Garside made clear. He described the impact which the law has had on business and labor organizations, with, as he demonstrated, gratifying results.

The Commission has held conferences with leaders of more than forty unions, seventeen having anti-minority clauses in their charters. Of the seventeen, six have eliminated completely the objectionable clauses, ten have made them inoperative in the state of New York, and only one has thus far failed to comply. By the same token, many companies have been persuaded to alter their whole pattern of employee recruiting and hiring, in order to establish a policy of non-discrimination.

Garside pointed out that the Commission, though limited by law to employment cases, has been able, through its community councils and education committees, to eliminate much discrimination heretofore existing in other-than-employment situations. The Commission also undertakes to investigate "suspicious" cases, where complaints have not been issued.

Commissioner Garside concluded his talk with the comment that were it not for the overwhelming support of public opinion in New York state, the law could never have operated with anything like its present success.

STEPHEN DUNN DISCUSSES TAFT-HARTLEY LAW BEFORE CLASS  
IN "LABOR RELATIONS - CONTRACT MAKING & ADMINISTRATION"

Oct. 11, 1948

The Taft-Hartley Law is an honest attempt to make the rules of the game fair for both sides in the interest of the general public, according to Stephen F. Dunn of Grand Rapids, prominent Michigan attorney.

Dunn, a member of the War Labor Board from Michigan during World War 2, spoke this morning in the School of Industrial and Labor Relations at Cornell on "Impact of the Taft-Hartley Law on Labor Relations".

The law takes a long step toward recognizing that labor and management are not at each other's throats but are natural allies, Dunn stated.

What Dunn called "the law of atmosphere" created by the Labor Relations Act has caused a decrease in wildcat strikes and a general realization on the part of both labor and management that strikes are often against the public interest, he said.

He felt the non-communist affidavit rule in the Taft-Hartley Law had been particularly effective. It had certainly weakened the power of the communist dominated unions, and had enabled non-communist unions to take over in a number of plants previously run by Moscow-dictated labor leaders.

Although the Taft-Hartley Law is, in his opinion, a statesmanlike act, Dunn expressed the belief that collective bargaining cannot be free with the government writing the rules. In the long run, collective bargaining is better done at the local level, he stated.

PROF. MCCONNELL SPEAKS AT CAMPUS FORUM

Oct. 16, 1948

In the first of a series of forums on issues in the current election campaign, Prof. John McConnell discussed "The Social and Economic Issues Confronting the United States" last Friday afternoon at 4:30 in Barnes Hall. Prof. McConnell divided the issues facing the electorate into eight major problems.

First, "Should the government have authority to reestablish price controls and priorities on materials" in order to combat inflation?

Second, should the government reduce taxes to encourage investment or maintain taxes at the present rate in order to lower the national debt.

Other questions facing the voters included extension of social security, agricultural price support, revision of the Taft-Hartley Act, conservation of natural resources, extension of the Fair Labor Act and low-cost housing.

After McConnell's speech, representatives of the four campaigning parties on the campus attempted to answer these problems.

The forum series is being held under the auspices of the CURW Public Affairs Department.

DR. KARL DESCHWEINITZ AND ROBERT BALL DISCUSS SOCIAL SECURITY

Students and faculty of the Industrial and Labor Relations School, Cornell University, heard talks early this week by Dr. Karl DeSchweinitz and Robert Ball on the general topic of social security in the United States. DeSchweinitz was formerly director of the Department of Public Assistance in Pennsylvania, and is at present Director of the Committee on Social Security of the American Council on Education. Ball is Staff Director of the United States Senate Advisory Council on Social Security.

Defining social security as the "problem of income maintenance", DeSchweinitz said that a successful administrator in the field must have a "feeling for program", that is, an understanding of the social-philosophic implications of a social security program.

With regard to the training necessary for effective administration of social security, DeSchweinitz stressed the importance of developing skill in human relations. A liberal arts background on the undergraduate college level is sufficient for a beginning; and DeSchweinitz hopes to see the continuing development of university adult education programs for the specific purpose of training social security administrators.

Ball, speaking on the development of policy and program, expressed his belief that Congress will soon find it desirable to further extend the scope of social security. One reason for believing this, he said, lies in the fact that legislators are now beginning to regard social security as not only a relief measure in times of depression, but also as a necessary support for a prosperous economy.