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For Our Information, January and February 1956, Vol. VIII, no. 5-6

Abstract

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

Keywords

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Comments

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PROF. MCKELVEY NAMED TO
STATE MEDIATION BOARD

At an hour-long ceremony which she described as "worse than a wedding," Mrs. Jean T. McKelvey, ILR's popular professor of collective bargaining, mediation and arbitration, was sworn in last week (Jan. 5) as member of the State Board of Mediation, along with three other members recently appointed by Governor Harriman.

All her colleagues and students agree that it couldn't have happened to a nicer person.

Other Board members are: Harry Uviller, treasurer of the Liberal party and impartial chairman of New York City's dress industry (chairman); Dean Ralph E. Kharas of Syracuse University Law School; and Donald B. Straub, of New York City, vice president of the Health Insurance Plan of Greater New York.

All will serve until June 24, 1958. Their job is to prevent or settle disputes by voluntary mediation.

Prof. McKelvey, who commutes weekly to her classes from her home in Rochester, N.Y., has a wide background of experience in the labor relations field as a teacher, as an arbitrator, and as an author. She is one of the original members of the ILR faculty. Prior to coming to Cornell Jan. 1, 1946, she taught economics at Sarah Lawrence College. Her husband, Blake, is City Historian of Rochester.

(more)

TWO NAMED VISITING
PROFESSORS

Nathan Morrison from government and Martin Wagner from Louisville, Ky. have been named visiting professors for the spring term at ILR.

Mr. Morrison, who is principal actuary in the State Department of Labor's Bureau of Research and Statistics, will teach two courses in statistics. He is a graduate of Brooklyn College and is doing graduate work at Columbia. Since 1943 he has served as executive secretary, State Advisory Council on Employment and Unemployment Insurance. He was formerly statistician for the State Division of Employment.

Mr. Wagner is executive director of the Louisville (Ky.) Labor-Management Committee. He has an A.B. and M.A. from University of Michigan and a B.A. from Magdalen College, Oxford University. He has served as regional director of the National Labor Relations Board in San Francisco and in Cincinnati. From 1951 to 1953 he was public member of Wage Stabilization Board, Region VI. At ILR he will teach courses in collective bargaining.

"For Our Information" is issued by the Public Relations Office, State School of Industrial & Labor Relations for faculty, staff, students and friends.

Prof. McKelvey graduated summa cum laude from Wellesley College and received both M.A. and Ph.D. at Radcliffe. She served as alumna trustee of Wellesley for five years.

Currently she is a member of the Board of Governors of the National Academy of Arbitration and one of the national panel of arbitrators of the American Arbitration Association. She is author of articles on compulsory arbitration and dock labor disputes in Great Britain. She has served on a Board of Inquiry in connection with a Rochester bus strike, as a public member of an advisory committee set up by the Secretary of Labor, and on numerous other government boards.

SABBATIC BOUND

Profs. Arnold Hanson and Gardner Clark, both granted sabbatic leave for the Springs semester, are out-of-country bound.

Prof. Hanson, Director of the Office of Resident Instruction, with wife, and daughter Barbara and son Chip, will sail February 3 for Aruba in the Dutch West Indies on the Grace Line's Santa Paula. There Prof. Hanson will make a study of the Lago Oil and Transport Company's labor relations. The company, a subsidiary of Standard Oil of New Jersey, employs between 6,000 and 7,000. Housing has been provided for the Hansons at the company refineries near San Nicholas. Two ILR alumni, George Demmon '51 and Fred Horacek '51, are employed by Lago Oil. The Hansons will return in August.

Prof. Gardner Clark and his family will sail for Cherbourg aboard the S. S. Queen Elizabeth (tourist class) February 1 for a six-month stay in Switzerland and Italy. The Clarks will first spend some time in Klosters, Switzerland, a ski resort where they plan to do considerable skiing, including five-year-old Betts. (Crandall, age 20 months, will not participate). In Rome, Prof. Clark will continue the research on labor problems in the Italian iron and steel industries which he started in 1952-53. He will spend most of his time using Roman library facilities and contacting government and business officials. The family will return to the U.S. Sept. 13 on the Queen Mary.

LOIS GRAY TO MAKE STUDY IN ENGLAND

Mrs. Lois Gray, director of the New York Metropolitan Extension Office, has been granted a four-months' leave of absence, from Jan. 15 to May 15, to visit England. She will make a survey of the methods used by British private and nationalized industries, trade unions, and universities in the selection and development of adult education teachers of industrial and labor relations for purposes of analysis and comparison with experience of the ILR School. During her stay in Great Britain, Mrs. Gray will visit organizations, talk with administrators and teachers, and will observe educational programs.

A report of the study will be prepared for distribution to extension staff and faculty.

LEE AVERY TO MARRY JACK CULLEY

Miss Leola Avery, for six years secretary to Dean Catherwood, will be married Jan. 28 in the First Methodist Church, Ithaca, to Jack Culley, Ph.D. '52. Lee, since last June, has been living in San Diego, Calif. and working for North American Aviation. She is a graduate of Houghton College.

Jack, ~~a graduate of Grinnell College~~, is director of the Bureau of Labor and Management at State University of Iowa. He is a graduate of Grinnell College.

LABOR NEWSMEN TO MEET AT ILR

ILR will sponsor its fourth annual conference for labor-management news writers on campus Jan. 27 and 28. This conference, started in 1953 by Prof. Wayne L. Hodges, is designed to provide newspaper and business magazine labor writers with background on current news developments in the industrial relations field.

Visiting speakers for this year's conference will be:

Earl B. Steel, manager information department, U. S. Chamber of Commerce; Gordon H. Cole, editor, The Machinist; Jules Manson, New York State Board of Mediation; Alan Adams, Washington labor correspondent for Business Week; and Jack Barbash, of the A.F.L.-C.I.O. staff, Washington, D.C.

ILR faculty members who will take part in the program are Prof. Alice Cook, Dean John W. McConnell, Prof. N. Arnold Tolles, and Prof. Scott M. Cutlip, who is serving as chairman of this year's program.

The roundtable opens Friday morning at 9:30 and ends Saturday noon.

EMERSON PAPERS PUBLISHED

A recent ILR bulletin (No. 33) "Industrial Education in a Changing Democratic Society," is a compilation of numerous manuscripts former Prof. Lynn A. Emerson has written since 1939. Prof. Emerson, who retired last spring from ILR faculty, has devoted the major part of his time and effort to helping other through teaching and consulting work in the field of industrial education. He has been a strong advocate of all types of education that prepare people for working careers. Such education, he points out, needs to be adapted to a democratic society in which production techniques are constantly changing.

He argues the view that we have reached the point in American life where we not only provide elementary education for all, but demand that youth obtain such education. But as yet, he thinks, we have not realized fully that the right kind of vocational education is the birthright of each individual, if our democracy is a true one.

Dr. Emerson is now working as a vocational education consultant on the Israel Project of the Research Foundation of the University of the State of New York.

FOUR WEEK COURSE TO BEGIN FEB. 5

Eighteen executives from 16 companies have enrolled thus far in Cornell's sixth program for Effective Executive Leadership, to begin Feb. 6. Prof. Robert F. Risley is directing the course. These management men will come to Cornell for four weeks of concentrated study of executive management with special emphasis on human relations in administration.

The program, limited to 20, supplements and complements the executive developmental activities within organizations. It helps administrators, managers, and key staff members to acquire a fuller understanding of human organization, employee motivation, and labor-management relations.

Outside speakers, as well as Cornell faculty members, serve as instructors.

The group lives together, takes meals together (at Statler Hotel) and is together every working hour of the day. Out of class study is required.

Another similar four-week program will run April 1 to 27, 1956.

"RESEARCH" APPEARS

"Wage Decisions of Building Trades Unions in Central New York," by Prof. William G. Hosking of Hobart College (Ph.D. at ILR) is the lead article in the December 1955 issue of ILR Research. This publication, which first appeared a year ago on a trial basis, has been made permanent and will come out three times a year, beginning with the current issue.

The orthodox 19th century demand and supply theory takes on a new look to explain the wide wage differential in the building trades among six Central New York cities. This was the unanticipated result of a three-year study of the situation conducted by Prof. Hosking. The article was prepared by Hosking in collaboration with his adviser, Prof. Arnold Tolles of ILR. It is based on Hosking's Ph.D. thesis.

Three articles on industrial and labor relations are included in the current issue of Research. Besides the study summary on the building trades wage differentials, there is an article on "The Back-Pay Issue in Arbitration" by Anne P. Holman, M.S. '55 (based on her unpublished thesis); and one on "An Appraisal of Studies of Minimum Wage Legislation," by Jean Wells, M.S. '53, also based on her unpublished thesis.

PROF. ADAMS NAMED TO SEAWAY COMMITTEE

Prof. Leonard Adams, ILR's director of research, has been named by President William S. Carlson of the State University of New York, to an 11-member university committee for research on the St. Lawrence Seaway. Marvin A. Rapp of the Buffalo Teachers College was designated chairman of the group.

At an organizational meeting here, Rapp listed as the committee's specific activities: coordinating State University work pertaining to the Seaway, promoting research on the Seaway, supplementing the University speakers bureau with talks on the Seaway, and providing consulting and informational services to local communities and state and other agencies for publication and dissemination of classroom material for schools.

A.F.L.-C.I.O. GIVES \$7500 FOR RESEARCH

The A.F.L.-C.I.O. has given \$7,500 to ILR school to finance research in problems of labor law. The research project will be directed by Prof. Milton R. Konvitz, widely known scholar in the fields of labor law and civil liberties. This is the first research grant to be given ILR by organized labor.

Under Prof. Konvitz' direction, two research assistants will study selected problems of labor law posed by employers' damage suits against unions in federal and state courts and tort liability of unions in suits by individual employees and third parties.

He expects the investigation to take at least a year. The results will be published by ILR, and thus be available to all interested parties.

ILR MEETS ILR IN NEAR EAST

Right now ILR is casting two shadows in the Near East in the shape of John Slocum, Ph.D. '50 and former Professor Lynn Emerson.

Slocum, secretary to the State University of New York, with SU trustee Charles Garside, is currently spending three weeks in Israel reviewing activities of its Israel project - for which project Lynn Emerson is serving as vocational education consultant. The State University, along with 48 other universities, is cooperating in a U.S. Technical Assistance program, with 20 experts assisting in agriculture, public health, education, and industry.

WINTER "REVIEW" PUBLISHED

Pieces by two ILR faculty feature the January 1956 issue of Industrial and Labor Relations Review. Prof. Vernon Jensen contributes an article "Notes on the Beginnings of Collective Bargaining," while Prof. John P. Windmuller describes the Vienna ICFTU Congress which he attended last spring.

According to Prof. Jensen, contrary to popular belief, collective bargaining has always been basically a moderate, businesslike process. He says that the true nature and function of collective bargaining have been overshadowed by the turbulence frequently associated with its establishment.

In another article Joseph Scherer investigates another controversial subject in the field of industrial relations--the impact of unions on wages in "The Union Impact on Wages: The Case of the Year-Round Hotel Industry." Maurice C. Benewitz in his article "Migrant and Nonmigrant Occupational Patterns" concludes "that industrial needs for manpower can be met to a large degree from among rural inhabitants or migrants."

ILR faculty members Gardner Clark, F. F. Foltman, John McConnell, Jean McKelvey, Frank Miller and John Windmuller contributed book reviews.

NOT QUITE 16 TONS-BUT-1800 STENCILS

Anna Lane, secretary to Prof. Konvitz, has been largely responsible for the cutting of about 1800 stencils for the Liberian Project. Tony Nell and Mary Bohanan, a Kentuckian recently added to the project staff, have done their share, but the bulk of the work has fallen to Anna. The first 500 pages were done on the ozalid, but because of the slowness of the process, it was decided to switch to stenciling. ILR's mailing room ran the 500 ozalid sheets and more than 100 of the stencils. The rest are being run off and assembled at Day Hall on campus.

The problem of checking and correcting the stencils by the New York project staff was neatly solved by Anna. Her solution was to use the stencil protection sheet as a carbon and to send these sheets to New York for checking. To date, Anna, Tony and Mary have completed about 1300 stencils, with an estimated 500 yet to go. Anna figures that, in addition to the stencil-cutting, she has also typed about 3000 pages of preliminary manuscript on the Liberian project.

BULLETIN ON BOLIVIA

ILR has just issued school bulletin #34, presenting in written form the 1954 Hillman Lectures on "The Economic Transformation of Bolivia" by Dr. Carter Goodrich, professor of economics at Columbia University. This lecture series, sponsored last April by the School's Institute of International Industrial and Labor Relations, was financed by a grant from the Sidney Hillman Foundation.

According to Prof. John Windmuller, Institute coordinator, Dr. Goodrich's skillful and sympathetic analysis of Bolivia's economic, political and labor problems as well as the general excellence of presentation, convinced the Institute that these lectures should be made more widely available.

The series is divided into three parts: Life and Labor in the Andes, Revolution and Economic Development, and the Indian and the Land.

JANITORS SAY "HAPPY NEW YEAR"

The holiday spirit is happily in evidence on the "office" door of ILR's Ed Sheldon, "L.R." Piper and Bob Purvis by a large, decorative circular greeting: "To All - i. Happy '56 from the Janitors," surrounded by a Merry Christmas and Happy New Year in frosted green script. All ILR'ers return the greeting to "the three."

PROGRAM HELD FOR PROTESTANT COUNCIL OF STATEN ISLAND

ILR Extension, in cooperation with the Labor-Management School sponsored by the Protestant Council of Staten Island, will conduct a series on "Current Developments in Labor-Management Relations" on Staten Island. Four ILR faculty will take part: On Jan. 30 Prof. Alice Cook will speak on "The AFL-CIO Merger-Its Significance to Labor, Management and the Public;" a week later Prof. Fred Slavick will discuss "Recent Trends in Pension and Welfare Plans;" on Feb. 20 Prof. Robert Ferguson is slated to speak on "Automation and Its Implication for Labor-Management Relations;" and on Feb. 27 Prof. Robert Raimon will speak on "The Guaranteed Annual Wage-a Trend in Collective Bargaining?"

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A series, "Management Development in American Industry," for the Industrial Association of Buffalo will be run this month and next by the school's Extension Division. Former ILR Prof. Earl Brooks (now at B&M) will lead off, followed by Prof. John Brophy, Visiting Professor Matthew Radom and Prof. F. F. Foltman (currently on sabbatic).

PROF. JENSEN AUTHORS CALIFORNIA BULLETIN

Prof. Vernon Jensen is author of a bulletin "Collective Bargaining in the Nonferrous Metals Industry" published by the University of California's Institute of Industrial Relations. The study is fourth in a series of short monographs which the Institute is publishing on individual bargaining situations on the Pacific Coast.

Purpose of the study, according to the author, is to describe the structure, nature and scope of collective bargaining in the nonferrous metals industry of the West in recent years and to analyze and interpret institutional developments.

ILR'ERS ATTEND IRRR

Everyone and his brother from ILR seemed to converge upon New York the week after Christmas to attend sessions of the Industrial Relations Research Association meetings in New York City.

ILR'ers attending were Dean Catherwood, Jean McKelvey, Alice Cook, William Whyte, Frank Miller, Robert Aronson, John Windmuller, Donald Cullen, Robert Ferguson, Harlan Perrins, Robert Raimon, Leonard Adams, Arnold Tolles, Matthew Radom, Gardner Clark, James Morris, Fred Slavick, Eleanor Emerson, John McConnell, Milton Konvitz, Vernon Jensen, Riley Morrison and Joan Murray.

Ganesh Sinha, Ram Tarneja and Ronald Saldanha were graduate students present.

ILR alumni seen were Paul Yager, Hal Ross, Dick Allaway, Bernie Lampert, Bob Chabon, Jack Culley, Karl Mann, Ed Wickersham, Thayne Robson, Geraldine Senderoff, Ed Beal, Jake Seidenberg, Bob Carney, Lou Abrams, Horace Sheldon and Louis Salkever. Also former ILR faculty members Mark Perlman and Martin Estey.

A breakfast for ILR'ers and alumni was held Thursday morning, Dec. 28 at Schraffts.

Dean Catherwood, and Profs. John McConnell and Matthew Radom took part in the IRRR program; while Profs. Philip McCarthy and Isadore Blumen participated in the American Statistical Association meetings; and Profs. Leonard Adams and John Windmuller were on the program of the American Economics Association meetings.

LIBRARY STAFF CHANGES

Mrs. Mary Swartout is leaving ILR library to live in Ypsilanti, Mich. where her husband has a position with Ford Motor Co.

Mrs. Lillian Payne will take over Mary's job as senior circulation assistant; Mary Evangelista will move to the post of catalog assistant; Elizabeth Edwards will become circulation assistant; and Mrs. Marie Burnett will become circulation clerk.

EXTENSION NOTES

Several local ILR faculty are slated to teach extension courses:

Riley Morrison, beginning Jan. 16, will conduct an eight-week course in "Fundamentals of Supervision" for the Ithaca Industrial Management Club.

Graduate student Sam Trull will next week begin teaching an eight-week course "Planning for Effective Supervision" for the Elmira Industrial Management Club.

Prof. Alice Cook and Larry Rogin, education director of the Textile Workers, will conduct a two-session teacher training course for District 4, I.U.E. in New York Jan. 7 and 21.

Prof. Harlan Perrins will moderate a panel on "Labor Relations in the Poultry Industry" for a five-county poultry exposition in Syracuse Jan. 25.

PEOPLE ARE WONDERFUL

ILR has given up office space in Olin Hall to take over a fourth-floor, eight-room wing of Sheldon Court in Collegetown. To date, grad student Sam Trull and the Labor-Management Document "annex" share these quarters.

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Mrs. Sara Otto of the Extension staff has recently resigned to accept a position as secretary to Prof. Mary K. Bloetjes, head of Home Economic's Department of Institutional Management. Sara was Prof. Harlan Perrin's secretary.

Gemma Young of Extension has replaced Sara Otto in the Central District Extension Office.

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Carl Horung, ILR soph from Westfield, N.J., in on the Big Red basketball squad this year; Bob Bantz, a frosh from Schenectady, plays on the frosh team.

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Mrs. Joyce Newkirk White, former ILR secretary, has returned to ILR to work temporarily on the Liberian project.

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Mrs. Bonnie Gavitt of the administrative offices plans to take a two-month maternity leave as of the first of February.

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Prof. and Mrs. Arnold Tolles have become grandparents. Their first grandchild, Cheryl Lani, was born Christmas night to Lt. and Mrs. Edward Eckert (Patricia Tolles) in Seabring Barracks, Hawaii.

Helen (Schaeffer) and Bob Simpson of Whittier, Calif. are parents of their first child, Virginia Lynn, born Dec. 22; weight 6 lbs. 13 oz. Helen, one of the first ILR secretaries, worked in the Statistics Division.

A picture of Wisconsin's Prof. Edwin E. Witte. graced the cover of Business Week (Nov. 26). Prof. Witte, who was an ILR visiting professor in 1953-54, the new president of the American Economics Association, is the subject of a piece titled "Witte's One-Man Economics." Several pictures of Prof. Witte accompany the article.

Prof. Wayne Hodges was elected vice president of the newly-formed Syracuse chapter of the Public Relations Society of America in December.

Leone Eckert of the school's Labor-Management Documentation Center attended a meeting of the American Historical Association in Washington, D. C. last month.

Current (January 1956) issue of Readers' Digest mentions ILR's Prof. Neufeld in an article about Local 3, International Brotherhood of Electrical Workers, "The Union That Gives More to the Boss." "A Cornell University labor expert, Prof. Maurice F. Neufeld, writes a book to extol the union's model day to day workings."

Richard Frank, assistant director of the ILR New York Metropolitan extension office, has recently received a master's degree from New York University's Graduate School of Public Administration.

Lou and Jim Crews are parents of a son, James Gilmore, born Nov. 15 "Somewhere in Florida." Jim is at sea again while Lou is spending the winter with her parents in Florida. She is a former ILR secretary.

Mr. and Mrs. Moustafa Abdel-Wahab are parents of their first child, a daughter, Naila, born Nov. 25; weight 7 lbs. 8 oz. Moustafa is an ILR grad student from Cairo, Egypt.

Mr. and Mrs. Russell Hovencamp are parents of a son, Leslie Allen born Jan. 11. Les weighed in at 8 lbs. 3 oz. Russ works in ILR's Mailing Room.

To our knowledge, Jane Webb of the Fiscal Office takes the prize for the longest trip among staffers during the holidays: she and her husband drove non-stop to their Mississippi home. Others ILR'ers taking time off were Marty Bezner of Research, Lee Reisman and Bonnie Gavitt of Administration, Ruth McAllister and Dottie Matthews of Resident Instruction, Barbara Linder of the Windmuller-Clark suite, and Fran Reddick of Extension.

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Pat and John Nicolo are parents of their second child, John Edward, born Nov. 17. He weighed in at 7 lbs. 9 oz. Pat, ILR Feb. senior, has another 14-month-child, Robin.

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Cornell Debate team, with ILR senior Alfred Apfel of New York City, taking the affirmative side of the guaranteed annual wage question, won over West Point in early December.

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Betty O'Brien and Yvonne Hall, both former ILR secretaries, worked at the school during the Christmas holidays - Betty pinch-hitting for Marty Bezner in Research, and Yvonne in the Central District Extension Office. Both are students at State Teachers College, Cortland.

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Emogene Stanton, secretary to Librarian Gormly Miller, has returned to work after a bout with pneumonia. She was a patient in the Cortland hospital.

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Jerry Rounds, formerly of the Mailing Room, has an office in the Quonset Hut these days, where he is working on the school's inventory. Jerry is the owner of a 1965 Chevy ivory and green sport coupe.

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Prof. Alpheus Smith of Extension is slated for three speaking engagements in quick succession: On Jan. 9 he spoke at the monthly meeting of the Genesee Valley Chapter of the American Society of Safety Engineers in Rochester; Jan. 11 he addressed the executive committee of the Union Bag and Paper Company in New York on the topic "Motivation"; and on Jan. 18 he will be dinner speaker at the annual meeting of the State Flower Growers Association at on campus Statler.

Profs. Eleanor Emerson and Alpheus Smith of Extension attended the semi-annual executive committee meeting of the Advisory Committee on Labor Education Jan. 6 in New York City.

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Former ILR library secretary Ginny Wallace visited ILR while her husband attended the annual veterinarians' conference on campus last week. The Wallaces live near Frederick, Md.

MAN OF THE MONTH

Though born and raised in Milwaukee, the beer capital of the U. S., (both the making and drinking) ILR's social-security minded Prof. Fred Slavick detests that brew and claims that the city fathers refuse to welcome him when he visits his home town. (This despite the fact that as a youngster his playground team won the softball championship of Milwaukee).

Naturally enough, Slavick attended nearby University of Wisconsin and stayed on a year to get his master's. He held a graduate assistantship in economics at Wisconsin under Prof. Edwin E. Witte. Moving to Princeton for his doctorate, where he was awarded a fellowship, his chief interest and thesis topic was Medical Care Insurance through Collective Bargaining. Later he was research assistant and instructor in Princeton's Industrial Relations Section and Department of Economics and Social Institutions respectively.

He came to ILR in the fall of 1953 as research associate and last May was appointed assistant professor. Next semester he'll teach ILR 370, Protective Labor Legislation.

Music, and the viola in particular, provides an antidote to Slavick's readin', writin' and teachin'. He plays the viola in the University orchestra (composed of 60 to 80 musicians from Cornell and the community). The next concert is slated for Jan. 15 at Bailey Hall. Slavick claims he started taking viola lessons at age ten at his mother's insistence and over his objections. He also plays the violin. A fanatic of chamber music, his idea of real relaxation is to play in a string quartet with musician friends.

Fred served in the Army Air Force; he attended Cook's and Baker's school, only to be abruptly sent to Kenyon College's ASTP program (No reflection on his cooking). He says his one culinary claim to fame is his tarter sauce. Bring on the fish! His latest accomplishment - of which he is justly proud - is getting a driver's license. (He's now learning to park!)

Slavick's only venture outside the academic world was summer work in a hat factory and box factory. He prefers the world of the ivory tower.

RILEY MORRISON GOES
TO LEDERLE LABS

Riley Morrison, ILR's administrative assistant, is leaving the campus March 1 to enter the business world. He will be research analyst in the Industrial Relations and Community Relations Department of Lederly Laboratories Division of American Cyanamid Company. The plant is located in Pearl River, N.Y.

Except for a year and a half spent as staff editor for the Bureau of National Affairs, Riley has had a continuous tenure at ILR, beginning in 1947. He has two ILR degrees - B.S. (1950) and M.S. (1955). He has served as school administrative assistant for the past two and a half years.

His master's thesis was "A Study of Various Sources of Information and Their Use by Industrial Relations Practitioners."

Before coming to ILR, Riley was claims clerk for a Jamestown, N.Y. insurance company, a position he left for defense work at Bell Aircraft. He served as classification specialist and personnel administrative technician in the Army Air Force.

The Morrisons have two daughters, Debra, age three and Ann, age two.

SIDNEY HILLMAN LECTURES
MARCH 12, 14, 15

Theodore W. Schultz, chairman of the University of Chicago Economics Department, has been chosen to present the 1956 Sidney Hillman lectures under ILR auspices. Prof. Schultz, research director for Studies of Technical Assistance in Latin America, will deliver three lectures under the general title of "The Economic Test in Latin America."

Subjects for individual lectures will be: "Economic Strides of Latin America" on Monday, March 12; "Policy Precepts for Economic Development" on Wednesday, March 14; and "Reexamination of Current Economic Policy Precepts," Thursday, March 15.

All lectures will be given in Room 117, Statler Hall at 8:15 p.m.

Prof. Schultz is joint author of the 1951 book "Measures for Economic Development of Underdeveloped Countries." He has also written "The Economic Organization of Agriculture," 1953, "Production and Welfare of Agriculture," 1950, as well as several other books. He has served as an economic adviser to the UN Food and Agricultural Organization; the International Bank for Reconstruction and Development; and the National Farm Institute.

JOHN P. PATERSON NAMED ADMINISTRATIVE ASSISTANT

John Paterson of the State Colleges Business Office has been appointed Administrative Assistant to Dean Catherwood effective March 1. He has been employed in the Business Office for the past ten years, first as Field Auditor, and for the past seven years as Supervisor of Field Audit.

He is a graduate of Rider College, with a major in accounting and finance. Following his graduation, he went to Brazil to work as office manager for an exporter. During the war, under a Federal civil service appointment, Mr. Paterson worked with the Fleet Civil Engineer and Army Post Engineer.

Mr. Paterson is a neighborhood commissioner for Boy Scouts (Bethel Grove Community), and trustee of Bethel Grove School.

He is married and has a boy, Norman, age two and a girl, Marina, six.

BOB SIMON TO LEAVE ILR

Robert (Bob) Simons, ILR's Reference Librarian and editor of Abstracts and Annotations, will leave Feb. 20 to become assistant to the Personnel Director of Lightolier Company in Jersey City. (The company manufactures lighting fixtures.)

A graduate of the College of the City of New York, Bob has an MLIR degree (Feb. 1955). He has been student and field representative in ILGWU's first training institute, and after World War II served as administrator of ILGWU's health and welfare fund.

BOOK ISSUED ON HOSPITAL STUDY

A new book--"The Give and Take in Hospitals"--A Study of Human Organization, by Dr. Temple Burling, Edith Lentz and Robert Wilson, has been published recently by G. P. Putnam Company.

The book is a report of a study initiated by the American Hospital Association and conducted by a team of researchers from ILR School. The findings give an unusual insight into how hospital occupations appear to individual technicians and workers in hospital departments. The study is directed toward bringing a greater understanding of the hospital and its many ramifications to all the people who enter into providing care to the patients.

The book has a forward by George Bugbee, President, Health Information Foundation.

Edith Lentz, Ph.D. '55, is now on the faculty of the School of Public Health, Hospital Administration Course, University of Minnesota; Robert Wilson, formerly of the ILR faculty, is with the Social Science Research Council, Washington, D. C.

SAYRE CO-AUTHORS BOOK

Prof. J. Woodrow Sayre of Extension is co-author with Leo J. Alilunas, professor of social studies, State University of New York Teachers College, Fredonia, of a high school text "Youth Faces American Citizenship."

Purpose of the new book is to bring together the senior high school student's previously acquired knowledge with new information so he can constructively use what he has learned. This is the first high school text to introduce a sound, thorough discussion of the problems of various racial, class, and religious groups in a free governmental system.

The book, edited by Stanley E. Diamond, professor of education, University of Michigan, is divided into ten units which deal with everything from love and marriage to U. S. foreign policy. At the end of each chapter is a section entitled "What Do You Think of This Situation?" which stimulates and directs student discussion on the subject matter. This text has two to three cartoons or photographs on almost every page to aid readability and comprehension.

Prof. Sayre was former chairman, Citizenship Education Department, Clymer (N.Y.) High School. He joined the ILR family last summer.

SPRING TERM OPENS

Spring semester opened Feb. 6 with icy sidewalks and with the entrance into ILR of 21 undergraduates and 11 graduate students.

New courses and new instructors have been added to ILR's curriculum.

Visiting Professor Nathan Morrison teaches an undergraduate course, Economic and Social Statistics. Visiting Professor Martin Wagner teaches Labor Relations Law and Legislation and a seminar in Collective Bargaining. ILR 411, Wage Trends, is being conducted this semester by Prof. Robert Aronson.

An unusual course, Senior Seminar, is being introduced into the school course of study, as a result of discussions in the school's Curriculum Committee, which has undergraduate student members. The course, in which a small group of selected seniors engages in intensive reading and analysis of selected "classics" in the field of industrial and labor relations, is being taught by Profs. Tolles, Windmuller and Frank Miller..

New graduate courses include a seminar in Human Problems of U. S. Enterprise in Latin America, conducted by Prof. William Whyte; and a seminar in Public Relations Problems, taught by Visiting Professor Scott Outlip.

Profs. Jean McKelvey of ILR and Bertram Willcox of the Cornell Law School have teamed up again to teach a seminar in Problems of Labor Law.

Among entering graduate students are three foreign students: Renso Baldi and Luciana Losi from Italy, and Norman Rushford from Great Britain. Tom Patten and Roger Walker have been re-admitted after a semester spent on research in Washington, D.C.

DEAN MCCONNELL CO-AUTHORS BOOK

"Economic Needs of Older People," by John J. Corson and John W. McConnell, has just been published by the Twentieth Century Fund. It is the first comprehensive survey since 1930 of the status of older persons and the public and private means to meet their needs. This study gives authoritative information on how many persons 65 or older we have in this country (close to 14 million); where they live, how many work; how much and what kinds of income they have; their state of health, etc.

The study in particular looks into the financial status of these people.

A feature of this survey is the report of the Fund's Committee on the Economic Needs of Older People, carried as the final chapter of the book. The committee says that the threat of economic insecurity faced by older people today must be met with a three-pronged program shared by the individuals themselves, by employers and unions, and by the government.

ILR AUTHORS' PARTY SET FOR FEB. 29

Six ILR faculty members will be honored by their school colleagues at an "Authors'" Party to be held Feb. 29 at Statler Hall. Recognized for recent publications will be:

Profs. Isador Blumen and Philip McCarthy for their book "The Industrial Mobility of Labor as a Probability Process"; Dr. Temple Burling for "Give and Take in Hospitals" published by the G. P. Putnam Company; Prof. John W. McConnell for his co-authored "Economic Needs of Older People"; Prof. William Foote Whyte for "Money and Motivation"; and Prof. J. Woodward Sayre for his co-authored "Youth Faces American Citizenship."

ILR faculty and wives are invited to help in honoring these ILR writers.

J. J. JEHRING AUTHORS PUBLICATION

J. J. Jehring, former ILR faculty member, and now Director of the Profit Sharing Research Foundation, is author of a new research publication, "Profit Sharing for Small Business," especially designed for the owners of small businesses.

WHAT FEBRUARY GRADUATES ARE DOING

Phyllis Dubbs has a job with Ross Heat Exchange Division of American-Standard, Buffalo.

Greta Fuller is assistant reference librarian at ILR School (more elsewhere)

Arthur Hershey is industrial engineer with Royal Typewriter Co., Hartford, Conn.

Paul Johansen is personnel assistant, Employee Relations Department, Esso Standard Oil Co., Bayway (N.J.) Refinery.

Ed Larkin is headquarters representative, Seafarers International Union, Atlantic and Gulf District, Brooklyn.

Rush Marshall is production trainee with The American Brass Co., Ansonia, Conn.

Patricia Nicolo is devoting full-time to being a housewife and mother.

David Orselot is employee and plant community relations trainee with General Electric Co., New York headquarters.

Peter Replogle is an engineer in the Employee Relations Department, E. I. du Pont de Nemours, Washington Works, W. Va. He is concerned with methods, procedures, and plant layout in the Polychemicals Department.

Frank Hodgson, M.S. candidate, is returning to Arabian American Oil Co., Dhahran, Saudi Arabia, as supervisor, employee developments.

Richard Martin, M.S. candidate, is personnel assistant, Lago Oil and Transport Co., Aruba, Netherlands West Indies.

John Maschman is labor relations assistant for Solvay Process Division, Allied Chemical and DyeCorp., Syracuse.

Fred Piker is employee relations trainee with General Electric Co., Schenectady

Tom Shepherd is personnel assistant, Sylvania Electric Products, Inc., Buffalo.

Roger Sommer is industrial relations trainee with Westinghouse Electric Corp., Pittsburgh.

Richard Surcs is with the personnel department, Canadian Oil Companies, Ltd., Toronto.

Graduates with military service ahead of them are: Peter Bertucci, Peter Cusack, Bryan Gosling, Bob Levinson, Wendel Marsh, Jim Rosocrans, Theodore Sedwick, and Bob Zeltzer.

Graduate students Bob Kelly and Bob Ginsberg were slated to report to Uncle Sam on the same day this month. Note: They were both graduated from Antioch.

ALASKAN ILLUMINER ATTENDS SHORT COURSE

The "travelingest" man to enroll in ILR's current short course is Bradford "Keedo" Phillips, former ILR grad student, who even then worked and lived in Anchorage, Alaska. "Keedo" is vice president of the Arctic Alaska Travel, Inc. The company, which employs a year-round staff of 25 (more in the summer), has charge of the Alaskan travel programs of such organizations as American Express, Grayhound, and the American Automobile Association. Arctic Alaska also operates a bus company. Keedo's job entails a bit of traveling--for instance, he has just spent the past month in the New England states contacting travel agencies.

Until the time that he received the short course promotional brochure, Keedo and Mrs. Phillips had planned a trip around the world by air. But when he learned of his acceptance into the four-week course, he deferred his world travel plans until next year.

At home in Anchorage Keedo keeps a stable of three horses (he says his wife works for the Alaskan Railroad to keep them in hay!), finds time to hunt ducks, geese, moose and caribou. He says this winter's snow has been the heaviest in history with the result that moose are in the Anchorage resident's backyard.

Come March 2 Keedo will return to Anchorage via the Alcan Highway in his new Volkswagon which he purchased in New York and which he now has on campus.

IULEC COMMITTEE MEETS ON CAMPUS

The Board of Directors of the Inter-University Labor Education Committee, of which Prof. Ralph Campbell is chairman, met on campus for the first time January 20.

Board members attending were: John Connors, Workers Education Bureau, AFL-CIO; Arthur Elder, International Ladies Garment Workers' Union, AFL-CIO; Otto Pragan, United Chemical Workers, AFL-CIO; Larry Rogin, Textile Workers Union of America, AFL-CIO; Maurice X. F. Donohue, University of Chicago; Frank McCallister, Roosevelt College; Arthur Carstens, University of California; Irving Kerrison, Rutgers University; Phillips Garman, University of Illinois; and Robert Ozanne, University of Wisconsin. Joseph Mire, Executive Secretary of the Committee, was also at the meeting.

Extension and other ILR faculty meeting with the group were: Dean Catherwood, Profs. Ralph Campbell, Eleanor Emerson, Alpheus Smith, Ronald Donovan, Arnold Hanson, James Morris, Alice Cook, Vernon Jensen, and Leonard Adams.

GRADUATE ASSISTANTSHIPS LISTED

<u>Name</u>	<u>Assigned to</u>	<u>Room</u>
Rachel Alvarez	Whyte-J. G. Miller	151 Quonset
Fred Bushhouse	Konvitz	153 Quonset
John Callis	Perrins	151 Quonset
Charles Coleman	Brophy	47
Keith Collins	Risley	15
Lucile Cumins	Hodges	15
George Daniel	Windmuller	42
Peter Fornal	Trice	47
Sig Giambruno	Cook	15
Barbara Goetze	Raimon-Morris	26
William Irving	Corvini	15
Ralph James	Tolles	in India
Joan Kiel	McCarthy	15
Cy Lehrer	Wagner	15
Paul Mahany	G. Miller	Library
Homer Neilly	McCarthy	10C
Patrick O'Connor	Emerson	151 Quonset
Hans Panofsky	Konvitz	153 Quonset
Tom Patten	MacIntyre	13
Betty Pudney	Cutlip	3
Gopal Rath	Windmuller	42
Charlotte Rubashkin	McCarthy	10C
Gerald Sass	Risley	15
David Singer	Konvitz	153 Quonset
Ganesh Sinha	Tolles	40
Marian Stever	Sayre	151 Quonset
Ram Tarneja	Eckert	Library
Roger Walker	Slavick	13
Judith Zucker	McCarthy	10C

PHI KAPPA PHI ELECTIONS

Several ILR students and former students have been elected to Phi Kappa Phi national honorary: They are (undergraduates) Herbert Bernhardt, Estelle Dinerstein, Thomas Kerr and Robert Stevens; Keith Collins (graduate student) and former graduate students Anne Holman, Roy Marlow, Carl Oles and Reed Richardson.

EXTENSION NOTES

Grad assistant Sam Trull is teaching two courses for Extension:
An eight-week course in Creative Problem Solving in Small Groups for the Binghamton Chapter, Society for the Advancement of Management;
An eight-week for the Elmira Industrial Management Club entitled "Planning and Organizing for Effective Supervision."

Prof. Harlan Perrins of the Central District is teaching the fourth class for Cornell supervisors. The nine-week course began Feb. 15.

Prof. Ronald Donovan is currently conducting a six-week course "The Role of the Union Leader" for the Binghamton Central Labor Union.

Prof. Eleanor Emerson is assisting Larry Rogin, Education Director for the Textile Workers, with a two-session, all day course for District 4, International Union of Electrical, Radio and Machine Workers in New York City. Title of the course is "Methods of Teaching Labor History."

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A series of three offerings is being conducted by ILR for the Personnel Club of New York City. Prof. Robert Risley spoke at the first session Jan. 23 on "Developing Effective Supervisors"; Prof. Alpheus Smith spoke Feb. 6 on "Dynamic Motivation"; and Prof. Brophy will conclude the series Feb. 27, speaking on "Trends in Supervisory Training Programs."

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The entire ILR extension staff, including the field staff, will meet in New York Feb. 17 with the School's Advisory Committee on Labor Education. Also attending the semi-annual meeting are Dean Catherwood and Prof. Robert Risley.

STAFF CHANGES

Mrs. Ruth McAllister, secretary to Prof. Corvini of the Office of Resident Instruction, has resigned to become private secretary to Mr. Roger De Lain, Manager of Employee and Plant Relations at GE's Advanced Electronics Center.

Mrs. Marie Burnett, a graduate of Bates College and a native of Connecticut (Bridgeport), is the Library's new circulation clerk. Prior to coming to ILR she worked in the Fashion Fair. Marie's husband, also a Bates graduate, is a graduate student in Cornell's Department of Biology. The Burnetts have a puppet theater, which they assembled while in college. They welcome chances to on their show "The Starling's Wish." They have performed before Cub Scout groups.

NEW LIBRARY STAFFER

Mrs. Greta Fuller, a February graduate of ILR, has been appointed Acting Assistant Reference Librarian. She will assist Bernard Naas in the service operations of the library. She has served as camp counselor and has done volunteer social work. She was a member of the executive board, Ithaca chapter, IRRR.

Her husband, Louis, ILR '55, is employment manager at Morse Chain Company.

Prof. Alice Cook spoke Feb. 9 before the local Democratic Women's Club on "Labor's Legislative Program."

Prof. Harrison Trice of Personnel Administration has been invited to speak in Syracuse March 5 at the annual meeting of the Onondaga County Committee on Alcoholism. He has done considerable research on the problem of alcoholism in industry.

Two of the West German trainees studying at ILR during 1953-54 have returned to the States under the immigration quota. Gertrude Obert is now living in Ithaca and working at Statler. She plans to be married in the spring.

Karl Peter Eichner is living in New York City.

Joan Monson, who was secretary to the West German trainee program, estimates that she had Christmas greetings from about 90% of the group.

Prof. John Brophy will make the keynote speech at the Guidance and Personnel conference at Carleton College, Ottawa on March 3.

He will speak on "Suggestions on Cooperating with Labor and Management on Trade and Industrial Programs" at the North Atlantic Regional Conference for Trade and Industrial Education to be held in New York City March 26-28.

Grace Horton of the Library Catalog Room has been elected to the executive board of the Cornell Chapter of the Industrial Relations Research Association.

Dr. Temple Burling was recently elected for a three-year term to the University Board on Student Health and Hygiene.

ILR junior Don Smith plans to be married June 30 to Miss Patricia Elfstrom of the Bronx. Miss Elfstrom now works for Consolidated Edison, New York City.

Dean Catherwood, and Profs. Vernon Jensen and Jean McKelvey attended the annual meeting of the Academy of Arbitration the week of Jan. 23 in Cleveland.

Prof. Ralph Campbell of Extension has been again invited to serve on the Selection Committee of the Fund for Adult Education's Leadership Training Awards program for 1956-57.

He spoke Feb. 2 at the second annual workshop "Hotel Management Today," held at Statler for hotel managers and owners from throughout the U. S. and Canada.

PEOPLE ARE WONDERFUL

Prof. and Mrs. Ralph Campbell of Extension are parents of a daughter, Patricia Audrey, born Jan. 14; weight 7 lbs. 9 oz. The Campbells have a son Peter, age two.

Carl Ladd of the Mailing Room has returned from a week's vacation which he spent working on his new home in Dryden.

Dean M. P. Catherwood met in New York City Feb. 13 and 14 with other members of the State University of New York Administrative Conference.

Dottie and Dick Matthews have bought a small house on the Ringwood Road east of Ithaca. Dottie is graduate records clerk in Resident Instruction; Dick is a graduate student and assistant in Vegetable Crops Department.

Prof. Arnold Tolles was recently chosen chairman of the University Committee on the Economic Status of the Faculty.

Madhurendra Varma, ILR grad student, and his wife of Bihar, India, are parents of a daughter born Jan. 20. Mrs. Varma and other children remained in India.

Jerry Rounds (who, incidentally owns a 1956 Chevy) is now working in the Audio-Visual Lab, under the direction of Prof. Gormly Miller.

Sally Gilbert of Clarksville, Tenn., former secretary to Profs. Ornati and Perlman, will be married Feb. 18 to Edward Hamilton, also of Clarksville. Sally attended Austin Peay State College, Tenn.; Mr. Hamilton will be graduated in March from Tennessee Polytechnic Institute. Sally's sister, Betty Woolcott, formerly worked in the Extension Division.

Elaine Freeman of the Extension staff plays the violin in the University orchestra.

Announcement is made of the engagement of Gerald Dorf, ILR '57 of Brooklyn to Evelyn Rockfeld, Ithaca College '57.

SIDNEY HILLMAN FOUNDATION GRANTS \$2,000

A total of \$38,000 in scholarships, grants and prize awards for 1956 has been given to individuals and institutions by the Sidney Hillman Foundation, created to honor the memory of the late president of the Amalgamated Clothing Workers.

ILR receives \$2,000 as its share. Varied grants, maximum \$400 a year, are made to ILR undergraduates who have completed at least one term in residence. Awards are made on the basis of student's interest in such things as race relations, advancement of democratic trade unionism, scholarship, and need for assistance.

COMMITTEE ON FACULTY PERSONNEL POLICIES NAMED

Five ILR faculty members were recently elected to a newly created Temporary Advisory Committee on Faculty Personnel Policies. They are: Profs. Eleanor Emerson, Jean McKelvey, Duncan MacIntyre, Robert Risley and John Windmuller.

TWO BULLETIN REISSUED

Two ILR bulletins have been recently re-issued: "Leadership and Group Participation" (G-25) by Prof. William F. Whyte; and "Sampling: Elementary Principles" (Bull. 15) by Prof. P. J. McCarthy.

MAN OF THE MONTH

Among exotic sub-species of college professors - visiting, acting, sabbatical, emeritus, etc. - a new breed has evolved called the "truant" professor, one who absents himself from teaching duties for a term or two in order to refresh his experiences in the great world. Among the ILR faculty currently on such extended duty, Prof. Wayne Hodges of the Public Relations Office is making an extensive study of community relations problems in the medium-sized industrial city. Several times a week the Hodges' family car leaves its hilltop haven and points across the barren frozen wastes of central New York toward Syracuse, the middletown of his survey.

For this picaresque (a rogue on the road) mode of scholarship, Prof. Hodges has been well prepared by a career that has spanned our continent and has circled in and out of several related vocations. After graduating from high school in Berkeley, a trans-bay colony of San Francisco, young Wayne Hodges went to work as a copy boy for S.F. Chronicle. There he observed that the legend of reporters living on "rye on the rocks," is as false as most legends; instead his peers subsisted (almost exclusively) on ham on rye. Nonetheless he determined to stay on in the profession. His first job as a reporter took him to the Vallejo Times-Herald; after a year of experience he returned to S.F. and the UP bureau. One day a phone call from the editor of the Santa Rosa Republican, in search of an experienced reporter at the extravagant salary of \$35 a week, was opportunely answered by the young and ambitious Hodges. The new job presented formidable difficulties however; after failing to extend his beat to include the blandishments of the city, Reporter Hodges finally beat a strategic retreat to his old job at the UP bureau.

After another year, he moved to a small daily in Healdsburg, Calif. to become an editor despite having just turned 21. He was there until the first election of FDR set off a chain of events which cost Editor Hodges his job. The publisher--a good Republican--had been serving as postmaster, a position he soon had to relinquish to a Democrat. Hodges then found it necessary to relinquish the editorship to a publisher-out-of-work.

Now married, and the head of a family threatening to become two generations, the ex-newspaperman decided to ride out the depression by accepting a family offer of a college education. At the U. of California, Hodges majored in English and art. The allurements of culture were so sweet that he decided to abjure the hackwork of practical journalism for the pure effort of teaching. But after finishing his fifth year of preparation, neo-teacher Hodges found that the only job available was a post at Pasadena Junior College--teaching journalism. Since he had never taken any journalism courses himself, he was forced to rely on his half-dozen years of actual experience. He reports that he ran out of material in two weeks. Ultimately he taught an English class made up of discipline-problem rejects from other classes.

On the side, Instructor Hodges took an M.A. at U.S.C. and worked as editor and public relations man for the South California district of the I.A.M.

With the outbreak of the War, Hodges made plans for a bold new venture. Observing the exodus of pseudo-sophisticates to Mexico City where silk stockings, whiskey and good gasoline continued in bountiful supply, he hoped to launch a magazine (a south of the border, but still gringo, New Yorker type) aimed at the Navy wives on furlough from their marriages and the movie colony avoiding the cold American Draft. While discussing the matter with printers and specialty shops selling argent and old lace, Entrepreneur Hodges himself felt the stern tap of the Commander-in-Chief upon his shoulder. He was shipped to boot camp and the Seabees. After a stint as librarian for Negro Seabees consigned to stevedoring duty, Hodges was assigned to an education program for illiterate whites at Williamsburg, Va. As part of his teaching duties, he was asked to put out a special newspaper "reader" in Basic English (an experience invaluable, it later turned out, as a preparation for ILR 590). When the paper was banned (simply because it was unofficial) the teachers went back to their Sweet Pea readers.

An application for a commission got Hodges transferred to officer's school at Arizona U. and ultimately into Harbor Entrance Control. (He qualified for this post by being one of the four oldest members of his O. I. class). He protected San Francisco bay a while, he protected Narragansett bay a while, and then, after cessation of hostilities, moved to Newport to be watch and security officer just in case any DF's tried to cross the Atlantic on a raft.

Once more a civilian, Dischargee Hodges took a post at Cooper Union in New York as Public Relations Director. (He also taught a course in communications and undertook the course work in NYU's doctoral sequence in "American Civilization.") Six years later he moved to ILR school at Cornell; this move required no change in the CU monogram on the family paper napkins.

When asked about his CR project in Syracuse, Prof. Hodges admits a scholarly enthusiasm despite his almost daily trips across the intervening ice floes. Arduous as the daily travel is, Prof. Hodges manages thereby to spend at least part of the year with his household, consisting of wife, three girls and a boy. (An oldest daughter, now married, lives in San Francisco).