

Foreword

THIS VOLUME IS DESIGNED TO COMMEMORATE THE distinguished history of the New York State School of Industrial and Labor Relations at Cornell University, especially the various disciplines and fields that are interwoven within its domain. For this book, many of those who have been a significant part of the ILR School's history were invited to write a scholarly overview of some aspect of industrial and labor relations. These essays analyze developments in one or more of the various subfields in which many of the school's alumni and faculty have been so active and prominent. The volume is being published by the ILR School on the occasion of the formal dedication of a new classroom and library complex.

The School of Industrial and Labor Relations, established in 1945 at Cornell University, was based on an exciting but risky idea—namely, to bring the study of labor and management together under one roof and make the natural tensions that result a productive source of strength and creativity. The New York State legislative mandate for the ILR School was to “improve industrial and labor conditions in the State through the provision of instruction on and off the campus, the conduct of research, and the dissemination of all aspects of industrial, labor, and public relations.” These purposes were achieved, in part, by the creation of a multidisciplinary faculty committed to both liberal

and professional education and, in particular, to forging appropriate connections between these areas.

In fact, a multidisciplinary faculty has been a cornerstone of the ILR School from the very beginning. Its intellectual community brings together economists, sociologists, psychologists, historians, political scientists, legal scholars, and industrial relations scholars around issues of work, labor, human resources, and employment relations. The range of disciplines and fields, as they have evolved and changed over time, are represented in this volume, from labor economics and organizational behavior to arbitration, labor studies, and human resources.

This volume has a long history and most of the essays were written during the 1991–95 period, although publication was not possible at that time. We are very fortunate to be able to publish this volume in conjunction with the formal dedication of our new Classroom and Catherwood Library building on April 17, 1998. This is a signal event in the ILR School's more than fifty-year history, especially as we approach the new millennium; it is difficult to envision a better occasion for publishing such a volume about the industrial relations field and the school's role in it.

This volume is intended for alumni and friends of the ILR School and for scholars or practitioners who would benefit from an overview

of the varied fields that contribute to an understanding of the human dimension of work, labor, and the employment relationship. The two editors, Maurice Neufeld and Jean McKelvey, were founders of the school. They were the first two faculty (in 1945) and described themselves in their letter of invitation to authors as “survivors from the Third Floor of Warren Hall where the brand new ILR School found its first home before the second-hand and leaky Quonset Huts were hauled to Ithaca.” They were pioneers, and are said to have designed the first ILR curriculum in half a day. We all continue to follow and walk in their footsteps and those of others from the early years of the school. We express deep appreciation to Jean McKelvey and Maurice Neufeld for their excellent work on this volume and for the distinguished contributions they have made to members of the ILR community as teachers, mentors, scholars, colleagues, and friends. As this volume approached the production phase, Jean McKelvey passed away at age eighty-nine. She is, and will be, dearly missed, but we are fortunate to have her last academic work available for the 1998 celebration.

Many persons helped to bring this work to fruition. David Lipsky conceived the project originally and persuaded Jean McKelvey and Maurice Neufeld to coedit it. Priscilla Zamoiski was Managing Editor, and she organized, coordinated and directed the entire publication process. She hired and supervised a superb production team: Brenda Lapp generated the electronic text and handled the typing of revisions and changes; Liz Holmes did the copyediting; Barb Rowan and Barb Hall were the proofreaders; David Ruether took the dust jacket cover photograph; and Phil Wilson created the graphic design. We extend thanks to all these people, particularly to Priscilla Zamoiski, who put all the pieces together with the utmost skill and grace and made it all happen.

We hope this volume will find a place on the shelves of many of the 7500 alumni of the ILR School, and that it will be of value to scholars and practitioners interested in the evolution of the field of industrial relations.

Edward J. Lawler, Dean