

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. MCCONNELL ANNOUNCES PLANS FOR
SOCIAL SECURITY ADMINISTRATOR'S INSTITUTE

Professor John W. McConnell has announced plans for a special institute for administrators in social security and related fields to be held at Cornell University March 28 to April 1. The Institute will be offered by the ILR School and other interested University departments in cooperation with the Committee on Education and Social Security of the American Council on Education. It will be the first meeting of its kind ever to be held outside Washington, and will bring together administrators of agencies in the field of social security to discuss problems of mutual interest.

Participating agencies will include: The Division of Placement and Unemployment Insurance, New York State Department of Labor; New York State Department of Social Welfare; New York Public Welfare Association; New York State Workmen's Compensation Board; Bureau of Old Age and Survivors Insurance, Region II, Social Security Administration, Federal Security Agency.

The Institute will consist of three week-long, daily seminars and three one-session panel discussions. The first seminar, "Current Issues in Social Security" will be conducted by Robert M. Ball, Assistant Director, Committee on Education and Social Security, American Council on Education. Elizabeth DeSchweinitz, Consultant in In-service Training to the District of Columbia Board of Public Welfare will conduct a seminar on "Human Relations in Social Security Administration". "Professional Skills and Standards in the Administration of Social Security" will be the subject of the third seminar under the guidance of Karl DeSchweinitz, Director of the Committee on Education and Social Security.

An analysis of Current Legislation will be the subject of the first panel discussion. Participants will be: Dean William Myers, Cornell's College of Agriculture; Kenneth L. Kramer, Director of the Health and Welfare Department, Textile Workers Union of America; and a representative of business familiar with current legislation. ILR Professors Tolles, Jensen, Ferguson, McConnell will participate in the second panel discussion, "What's Ahead in Prices, Wages, and Employment". The last panel will discuss "Next Steps in the Development of a Career Service in Social Security" and will consist of: Miss Mary Donlon, Chairman of the New York State Workmen's Compensation Board; Oscar C. Pogge, Director of the Bureau of Old Age and Survivors Insurance; Robert Lansdale, New York State Commissioner of Social Welfare; and Milton C. Loysen, New York State Division of Placement and Unemployment Insurance.

TWENTY-SIX GOVERNMENT LEADERS DISCUSS RESEARCH
WITH IIR FACULTY AT TWO-DAY CONFERENCE

March 4th

Representatives of 26 government agencies completed Friday a special research conference at the IIR School. Chairman of the conference was Dr. Leonard P. Adams, Director of Research.

They explored problems relating to industrial and labor relations, including human relations and personnel administration; the programs and techniques developed by government research workers, and the research plans of the school faculty.

The conference examined three points specifically: The direction that research at the School should take in order to meet the problems of government, significant gaps in information on which research is necessary, and ways and means of establishing closer cooperation and exchange of information in research between the School and government agencies.

Discussions on March 3rd were designed to acquaint members of the conference with work being done at the School and in the agencies represented. These discussions cover a wide range of topics including Social Security, case studies of labor management relations, personnel problems, preparations for manpower mobilization in case of national emergency, and international projects to assist backward areas by increasing production.

Discussions March 4th concerned the areas in which the School could best serve mutual interests shared by the government agencies. In this connection, Dr. Raymond Bowers, executive director of the Committee on Human Resources of the National Military Establishment Research and Development Board, stressed the importance of training first-rate research people for agency work. Dr. Bowers stressed the importance of studying management-worker problems and their relations with community life. Studies of management factors under varying environmental conditions (for example in the Arctic region) are needed because of the unusual problems presented. "One of the main problems confronting research people", Dr. Bowers said, "is how to get the results of research put to use. Studies of ways and means in this connection are badly needed".

"An important key to the preservation of world peace," said Dr. Isador Lubin, U. S. representative on the U. N. Committee on Economic and Employment Problems, "lies in the efforts of the International Labor Office and the committee to increase production and economic well-being in undeveloped countries. The assumption on which this new work is being projected is", he said, "simply that people will feel they have a stake in peace rather than war to the extent that they have a sense of well-being and hope for improvement."

Twenty-six leaders of government attended the conference, 10 from New York State and 16 from national and international agencies.

PROFESSOR AND MRS. EMERSON LEAVE ITHACA FOR TOUR OF U.S.

Professor Lynn Emerson, on sabbatical leave this semester, and Mrs. Emerson left March 9 for a two to three months circuit of the country, going via the southern route and returning through northern United States. Professor Emerson plans to visit technical institutes, junior colleges and plant training programs while en route.

LEONE ECKERT HEADS NEW UNION DOCUMENTATION CENTER

Leone Eckert, formerly engaged in research with Dr. Leonard Adams, has moved her headquarters to the Graduate Reading Room and has started setting up a union documentation center which will be built around an expansion of the materials now in the library collection and an expansion of services in connection with these union documents. The primary purpose of this center is to make available for study and research at the School a comprehensive body of information relating to all activities of organized labor in the United States.

ED FIELD, ILR ASSISTANT, CONDUCTS COURSE IN TRIPLE CITIES

Ed Field, ILR graduate assistant and holder of a L.L.B. degree in law, is conducting an eight-week's course in the Triple Cities on the subject, "The Role of Law and Government in Railroad Labor Relations". The sessions are held at the Central Labor Union Hall in Binghamton from 7:30 to 9:30 on Tuesdays and are open to persons interested in Railroad Labor Relations. The course is being given at the request of the Railroad Employees of Binghamton.

GRADUATE COUNCIL IS FORMED BY ILR GRADUATE STUDENTS

JOHN SLOCUM IS ELECTED PRESIDENT

A Graduate Council was formed on February 21. The purpose of this organization was to create a body that would handle matters of general concern and interest to all graduate students either having a major or minor area of study in the ILR School. At the meeting a constitution was adopted and officers elected. John Slocum was named President and Jacob Seidenberg Secretary. John Slocum, as President of the Council, will represent the graduate students at ILR faculty meetings. Slocum appointed Ed Field to be chairman of the social event to be arranged sometime before the Spring holidays.

PROF. MCKELVEY REVIEWS BOOK BY BAKKE & KERR IN "AMERICAN ECONOMIC REVIEW"

Reviewing "Unions, Management and the Public" by E. Wight Bakke and Clark Kerr in the December "American Economic Review", Dr. McKelvey writes,

"Teachers of trade union organization, collective bargaining and labor economics will welcome this volume of selected readings as a partial answer to the problem of finding adequate supplies of reading materials for their classes. The limitations of single texts in the labor relations field have been apparent for a long time. Some provide the student with a monistic interpretation, neo-classical or Keynesian. Others are sheerly factual. And most were written before World War II.

"The present collection has none of these defects. Here the student will find the theories of Slichter, Pigou, Lester, Dunlop, Hicks, and Dobb among others, as well as the partisan arguments of the spokesmen for both labor and management. Factual description is supplemented by theoretical analysis throughout the volume. And a considerable portion of the book covers recent developments and issues."

Dr. McKelvey received her A.B. degree from Wellesley and her M.A. and Ph.D. from Radcliffe. Prior to coming to the ILR School, she was on the faculty of Sarah Lawrence teaching Economics. She has been a Public Panel Member and Hearing Officer for the National War Labor Board.

PROF. KONVITZ REVIEWS BOOK BY ASCOLI IN THE "NEW LEADER"

Professor Konvitz's review of the article titled "The Power of Freedom" by Max Ascoli appeared in the February 19th issue of the "New Leader".

Dr. Konvitz teaches undergraduate courses in "Elements of Law" and "Labor Relations Law and Legislation" in the ILR School. He received his M.A. and Jur. Dr. from New York University and his Ph.D. from Cornell. Dr. Konvitz is the author of several books, among them "On the Nature of Value", "The Constitution, the Alien and the Asiatic", and "Constitution and Civil Rights".

ROBERT GUSTAFSON, ILR GRADUATE, WILL WORK FOR INLAND STEEL CO.

Robert Gustafson of Norwich, N.Y., February graduate of ILR, is employed by the Inland Steel Company, East Chicago, Indiana, in the newly created position of supervisor of merit rating. Nearly 13,000 of the 15,000 employees of Inland Steel are in the bargaining unit of the United Steelworkers, CIO. Mr. Gustafson did intern work at Inland for two summers as part of his summer work-training program.

PICTURE & STORY OF BOB CONNOLLY APPEARS IN GOODRICH HOUSE ORGAN

A picture and story of Bob Connolly, who received his M.S. in ILR in February, appears in the February 18th issue of "Circle-News", the B.F. Goodrich Company house organ. The article reads in part: "Do you have an unfurnished apartment or house to rent to BFG people? The question is asked by Bob Connolly, new BFG housing coordinator, who has a constant demand for this type of accommodation in his card file in Bldg. 25-A. Tall and wiry, Connolly has a ready smile for interviewees, and a patient voice for the many persons who telephone him every day to offer or seek housing. When he places people in satisfactory quarters, he is almost as elated as they are."

DANIEL WILLIAMS, VISITING LECTURER, IS ARBITRATOR IN WAGE DISPUTE

Saturday, February 19th, Dan Williams, Visiting Lecturer at the ILR School, was the impartial arbitrator of a wage dispute in Syracuse between the A.F.L. Roofers Union and the Association of Roofing Employers. The proceedings which lasted approximately six hours were conducted in the conference room of the New York State Mediation Board in the Foote Building with six persons representing each of the contesting interests. Ed Field and Rex Kastner, ILR graduate students, sat in on this case.

GRADUATE STUDENTS FORM GROUP TO IMPROVE TEACHING TECHNIQUES

At the suggestion of the Dean of the Graduate School, a graduate group has been formed to study teaching techniques and methods. The group sessions are for those graduate students who intend to pursue teaching as a profession on the college level. The group met with Professor McConnell February 28th and discussed general areas of information which they thought would be profitable for the group to discuss and explore. The group further agreed to meet on alternate Wednesdays at 7:00 P.M. in the Faculty Lounge. Professor Petry of the Botany Department who has had considerable experience with his own graduate students in this sort of work, met with the ILR group on March 9 to give his views on this subject. Graduate students attending the meetings are: John Slocum, Robert Risley, John Oster, Walter Witham, Virgil James, John Windmuller, Edgar Parsons, Jake Seidenberg, Andrew Crocchiolo, Herbert Hubben and Herbert Weinberg.

PROF. JEHRING WILL ATTEND PRESIDENT TRUMAN'S CONFERENCE
ON INDUSTRIAL SAFETY MARCH 23-25.

Professor J. James Jehring of the ILR School and Professor Thomas Arthur Ryan of the Department of Psychology at Cornell will attend President Truman's Conference on Industrial Safety in Washington March 23-25.

President Truman invited more than 1,500 business, labor, and government officials to attend the sessions. They will develop a program to reduce the 2 million annual industrial injuries that include between 16,000 and 18,000 deaths and 90,000 permanent disabilities.

MARGARET WOLF DAGEN, FORMER ILR GRADUATE STUDENT,
H.S. ARTICLE IN "PROGRESSIVE EDUCATION"

Margaret Wold Dagen, the former Margaret Alderwyck, who studied at the ILR School in 1945 and 1946 toward a Ph.D., has an article titled "They Learn About Labor-Management Relations" in the November 1948 issue of PROGRESSIVE EDUCATION. Mrs. Dagen is teaching at Clayton High School, Clayton, Missouri and at Washington University, St. Louis, Missouri.

BILL AND ELIZABETH LANDIS WILL ATTEND UNIVERSITY OF LYON IN FALL

Elizabeth Landis, who now is assisting Dr. Konvitz will sail for Europe in June with her husband Bill Landis. Mr. and Mrs. Landis will spend the summer cycling the continent. In the fall they plan to attend the Institute of Comparative Law at the University of Lyon, France, studying a comparison of American and French labor law. Both Mr. and Mrs. Landis hold law degrees. They have applied for fellowships to help them in their studies, but at this time do not know if they will obtain them.

PROF. KONVITZ ADDRESSES NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE THURSDAY

Professor Milton R. Konvitz, nationally known for his work on civil rights and civil liberties, had three speaking engagements during the first ten days of the month.

On Wednesday evening, March 2, he addressed the members and friends of Sigma Beta Rho; on Monday evening, March 7, he addressed the meeting of the Bureau of Jewish Education in Syracuse as representative of the American Association for Jewish Education; and on Thursday, March 10, he addressed an open meeting of the National Association for the Advancement of Colored People on the Cornell campus.

WOMEN OF THE WEEK

Wedding bells have rung for the attractive redhead who last semester taught Contract-Making and Administration to a class of 50 students - formerly Miss Philomena Marquardt and now Mrs. Thomas M. Mullady.

She was married on February 28, 1949 at the Newman Oratory to Thomas M. Mullady, February graduate of the ILR School. Mr. and Mrs. Mullady spent a week at Virginia Beach before returning to Ithaca the week-end of March 5th.

Mrs. Mullady received her B.S. and M.S. degrees from the University of Illinois and did additional graduate work at the University of Chicago. She taught economics at the College of Mt. St. Vincent in New York City. During the war she was a labor economist with the Bureau of Labor Statistics in Washington, D. C. until she came to the School in the fall of 1947 as an assistant professor.

Mr. Mullady was graduated from the Babson Institute of Business Administration at Wellesley, Mass. For several years he was engaged in the trucking business in Carbondale, Penn., and during the war he was employed at Sperry Gyroscope Inc., Lake Success.

Beginning March 15, Mrs. Mullady has been granted a leave of absence until September 1st to work in the Foreign Labor Economics Division of the Bureau of Labor Statistics in Washington, D.C. She will do a handbook on the French Labor Movement for the ECA Advisor. The handbook will cover the period from 1937 to the present time and will discuss such problems as the development of the trade union movement, productivity and employment. She will leave to assume her new duties in Washington this week-end.

PEOPLE ARE WONDERFUL

Jake Seidenberg, ILR graduate student, has a review of the "Termination Report of the National War Labor Board" in the March issue of "The Cornell Law Quarterly".

Catherine Howard, who has been at the School since last fall and who has been assisting on the ILR Review, is Miss Sutton's new secretary.

Professor Jensen's new secretary is Maryrose Alexander who previously worked for Miss Sutton.

Mrs. Almina Leach has come to the ILR School to be Professor Leonard Adams' secretary. A native of Ithaca where she attended Ithaca High, Mrs. Leach lives on the Trumansburg Road with her family which includes two boys, ages 7 and 11. Before coming to the ILR School, Mrs. Leach was secretary to Attorney William Dicker.

Jerry Rounds, who has been learning the ropes from John Riihinen, is the ILR School's new mailman. Jerry hails from north of Ithaca where he attended Lansing Central School. Previous to coming to the School, he worked in the office of Rural Radio Network.

John Riihinen who formerly ran the mails, will now spend his time in running the various machines in the Mimeograph Room.

Howard Dixon is another recruit to the Mimeograph Room. He spends his mornings attending Cascadilla School preparatory to entering Cornell's pre-dental course next fall.

Although Bob Connolly, recent ILR graduate, has entered the business world, he hasn't forgotten what it is like to be looking for a job. He recently wrote in his capacity in the Personnel Office of the B. F. Goodrich Company to inquire concerning the possibility of someone from the ILR School qualifying for an opening in the Goodrich Company.

Anne Dimock, secretary to Arnold Hanson, Student Personnel Office, has moved to an apartment on Dryden Road with her brother and his family for a few months.

Professor C. K. Beach and family are the owners of a black cat, Junior, who has a unique accomplishment - he can sit up and beg. Junior is exceedingly fond of yeast tablets and when he hears the yeast bottle rattle, he sits up! Here is a tip from Professor Beach on cat training: "You have to know more than the cat".

Professor Lynn Emerson, officially on sabbatic, attended the meeting in Cleveland on the National Association of Training Directors March 2, 3, and 4.

Professor Beach's class "Industrial Occupations and Processes" is planning a series of four field trips, the first of which was on March 2. The class will visit the Carrier Corporation in Syracuse; the Endicott Johnson Shoe Company in Endicott; the Newton Line Company in Homer; and the IBM Company in Endicott, on successive Wednesdays.

Gloria Ventura, who formerly worked for Professor Jehring, is the mother of a baby girl, Virginia Ann, born in December. Gloria now lives in Rochester where her husband is practicing law.

Phyllis Krasilovsky, formerly secretary to Professor Tolles and now working part-time in the Office of the Dean of Women, reports that she has received a 5¢ an hour pay raise.

Lynn Hecht who last semester assisted Professors Brooks and Brophy, is teaching an over-flow class of Professor Brophy's course in Personnel Management on Monday, Wednesday and Friday at 9 in Room 23. Lynn appears as youthful as some of her students, but those who hear the discussions she directs, report that she really knows her subject matter. Mrs. Hecht's class numbers 30 students.

Department of Great Expectations: Candidates in this department include the following:

Mrs. Lola Winge-Sorensen who left the School in mid-February. Her husband will finish his course in Mechanical Engineering this June when they will return to Norway.

Mrs. Annie Boddie who left the Instructional Materials Laboratory the last of February. Her husband, Dannie, was in the February graduating class of the Law School. He will take his bar exams in March.

Mrs. Barbara Gardiner, secretary to Professor Adams, who left the School early in March. Barbara's husband is a student in Chemical Engineering and has one more year to go.

Mr. and Mrs. Paul Yager announce the arrival of a daughter, Deborah born on February 21st and weighing 7 lbs, 13 oz. Paul was an ILR graduate student. The Yagers are now living in New York City.

Mrs. Hank Mims writes concerning her husband Hank, former ILR graduate student now teaching at the University of Alabama:

"We have been busy with Rusty (two year old son) and Hank with his lessons. He keeps a chapter or two ahead of his students. He likes this teaching fairly well...Our apartment is real nice. We have five rooms, not the biggest in the world, but the little furniture we bought fills it up. Rusty has a room to himself, but he won't stay in it to play. He likes my pots and pans better. He and I go around in circles every day. His newest words are 'ring dang doo' and 'hadacol'. We aren't too far from the campus - about six blocks to Commerce School and Smith Woods (temporary buildings where Hank has two classes and his office. Also we have a shopping center - big grocery, launderette, cleaners, and drug store about a block away."

Ernest Bulow, who received his M.S. in ILR in February, writes as follows to Prof. Brooks from the Agricultural and Mechanical College of Texas:

"We are settled here in Texas now and like it very much. I am teaching material in which I am very interested - 'Salesmanship' and 'Sales Management'. I note with interest that you are going to conduct a summer seminar in personnel management. Wish I was there to attend it. I have followed your advice and I am using outside speakers wherever and whenever possible. The district sales manager of the Todd Company in Dallas is scheduled to speak to my groups sometime in April. It adds interest to the classwork".

ILR RADIO SERIES WILL BE HEARD OVER 24 STATIONS

Twenty-four radio stations in New York state, Connecticut, Pennsylvania, Massachusetts, New Jersey, Kentucky, Michigan, Rhode Island, California, and Canada are utilizing the transcribed ILR radio series "Understanding Industrial Relations". The series, cut to four fifteen-minute transcriptions most timely and of most general interest, will be heard by approximately ten million people according to a WHCU spokesman. The series embraces the following four programs:

(1) Mediation and Arbitration: Dr. Jean T. McKelvey, Dr. Maurice F. Neufeld, Bruce McKenzie; (2) Social Security: Dr. John W. McConnell, Dr. Maurice F. Neufeld, Bruce McKenzie; (3) American Labor Today: Dr. Maurice F. Neufeld, Dr. John W. McConnell, Bruce McKenzie; (4) Developing Understanding in Industrial and Labor Relations: Dean M. P. Catherwood, Dr. Maurice F. Neufeld, Bruce McKenzie.

The program will be heard over the following stations: WABY, Albany; WPTR, Albany; WRON, Albany; WXXW, Albany; WCSS, Amsterdam; WMBO, Auburn; WKRT, Cortland; WENY, Elmira; WGVA, Geneva; WGLN, Glens Falls; WWHG, Hornell; WHUC, Hudson; WJTN, Jamestown; WXRA, Kenmore; WGNY, Newburgh; WNYC-FM, New York City; WHDL, Olean; WHAM, Rochester; CKCW, Moncton, New Brunswick, Canada; WDET-FM, Detroit; WMGW, Meadville, Pa.; KCWN, Stockton, Calif.; WRJM, Newport, R.I.; WBKY, Lexington, Ky.

FRANK MILLER AND FAMILY HAVE ADVENTUROUS TREK TO WEST COAST

In February, Frank Miller, who received his M.S. from ILR, left for the West Coast and a new position at Reed College. Mrs. Miller writes of the trip west:

"Let me tell you how it feels to be marooned in North Platte, Nebraska, and after that, Pocatello, Idaho. For six days we were caught in the blizzard and for six days we ate everything we liked for free. We had wonderful meals, courtesy of the Union Pacific R. R., the best chef of all the U.P. chefs, and we were treated like visiting royalty...Stevie (the little son) rapidly made friends with everyone on the train, and his special pal was the bartender in the lounge car, who insisted he could understand Steve's 'lingo'. There were an awful lot of nice people on our train and everyone was very good natured about the whole thing. The worst part of the whole trip was that our clothes were dirty and we couldn't take a bath. I got Marian Anderson's autograph. She got on our train at Boise, Idaho. I regretted missing her concert in Portland.

"Frank had to go to work practically the minute he got home - the Guidance Center is already a flourishing institution round town and getting some nice publicity in the papers. He is quite enthusiastic about it and after things are rolling and he no longer has to work nights, I'm sure he'll write and tell you about it...

NEW ISSUE OF "THE COMMENTATOR" NOW ON SALE:

COMMENTATOR STAFF SPONSOR EXHIBIT IN STUDENT LOUNGE

"Your Comments Make the Commentator", the exhibit currently on display in the Student Lounge, tells the story of how an issue of the School magazine is planned and executed. By using the actual materials which went into the making of the March issue of "The Commentator", currently on sale, several stories are traced from the editorial conference through the printer's office, then through the corrected galleys, page layouts, and photographs to the finished product complete with color. Although typical of the processes employed in getting most college magazines to press, this display is somewhat unique. The exhibit was not contemplated at the time the issue was being put together, and the editorial comments, correction symbols and last minute additions are authentic and unplanned original notations.

EXTENSION DIVISION OFFERS FIVE COURSES FOR THE
NEW YORK PERSONNEL MANAGEMENT ASSOCIATION

Exciting new developments in adult education are underway in New York City.

Among the new projects in the Metropolitan area are five courses the Extension Division is offering the New York Personnel Management Association. Two of these five courses are seminars set up for personnel directors and other administrators responsible for policy formulation and implementation. These two seminars are "The Development and Implementation of Personnel Policy" under the supervision of Professor Earl Brooks, Secretary of the ILR School, and "Principles, Practices, and Personalities of the Labor Movement" under the guidance of Professor Ralph N. Campbell, Director of the School's Extension Division. Field representative of the Metropolitan area is Professor Effey L. Riley.

In both of these classes, the symposium method is used. At each class meeting a guest speaker is featured and discussion follows the lecture presentation.

Fifteen to thirty personnel directors and industrial executives attend the hour-and-a-half sessions held every Thursday evening from 5:30 to 7:00 P.M. in the Katherine Gibbs School at 230 Park Avenue in midtown Manhattan. Sessions began February 3rd and will run through March 24th. The type of speakers and the subjects discussed in the course on "The Development and Implementation of Personnel Policies" can readily be discerned by a glance at the program:

- Feb. 3 Harmon Martin, Personnel Officer, National City Bank of New York on "Management Responsibilities for Policy Development."
- Feb. 10 Howard Dirks, Vice President, Personnel Division, Carrier Corporation on "How are Personnel Policies Developed."
- Feb. 17 Ralph N. Mason, Employee Relations Manager, Standard Oil Company of New Jersey on "Problems of Communication."
- Feb. 24 Fletcher Waller, Director of Personnel and Organization, Atomic Energy Commission on "Problems of Communication."
- March 3 Fred C. Fischer, Manager, Employee Relations Department, R. H. Macy & Company on "Labor Unions and Personnel Policies."
- March 10 Albert S. Regula, Vice President of General Time Instruments Corporation on "Selling Top Management."
- March 17 Wallace Sayre, Professor of Administration, Cornell University on "Organizational Structure and Personnel Policies."
- March 24 Glenn Gardiner, Vice President, Forstmann Woolen Company, on "How Evaluate Your Personnel Policies?"

Those participating in the Seminar on "Principles, Practices and Personalities of the Labor Movement" are of similar high standard as the program immediately reveals:

- Feb. 3 Professor Maurice F. Neufeld, New York State School of Industrial and Labor Relations on "Background of the Labor Movement."
- Feb. 10 Robert Levin, Education Director, Amalgamated Clothing Workers of America, CIO, on "Amalgamated Clothing Workers: A Case History"
- Feb. 17 Professor Philip Taft, Brown University, on "How Labor Unions Are Administered."
- Feb. 24 Merlyn Pitzele, Labor Editor, "Business Week" on "Non-Economic Factors which Motivate Labor Unions."
- March 3 John Connors, Director, Workers Education Bureau, AFL, on "Non-Bargaining Functions of Labor Unions."
- March 10 Professor Theresa Wolfson, Brooklyn College, on "Ideologies and Labor Unions."
- March 24 A. H. Raskin, "The New York Times," on "Personalities in the Labor Movement."

The three other courses for the New York Personnel Management Association were established for persons who were specialists in personnel work and desired broader knowledge of the whole personnel field. Such specialists might be interview or job evaluation specialists, for example, who desired to enlarge the scope of their training.

These three courses include a seminar in "Collective Bargaining" taught by Dr. Julius Manson, Supervising Mediator of the New York State Board of Mediation; a seminar in "Human Relations in Industry" taught by Dr. Whit Brogan of the Institute of Human Relations at New York University; and a seminar in "Personnel Management", taught by George Moser of the Personnel Department of Socony-Vacuum.

ILR STUDENTS DEMONSTRATE WORKMEN'S COMPENSATION LAWS AT AUBURN MEETING

Three advanced students from ILR demonstrated labor management arbitration of wage classification issues at Elmira Monday night, March 7, in a meeting open to the public.

John Windmuller, ILR graduate student, played the role of arbitrator in a case which arose in the automobile industry over a change of job classification which was protested by the union. Riley Morrison, ILR school senior, Rushford, N.Y., presented the arguments of the union, while John Gale, ILR senior, Rutland, Vermont, marshalled the corporation arguments in favor of the change in wage scale.

The dramatization was the fourth to be presented by Cornell students in Elmira this winter. Following the presentation of arguments and cross-examination of the labor and management representatives, the audience had an opportunity to discuss the merits of the case and suggest how they would decide the issue if they were in the position of arbitrator.

MARK KELLY DISCUSSES STATE WORKMEN'S COMPENSATION LAWS AT AUBURN MEETING

Referee Mark Kelly, Syracuse, discussed the operation of the state workmen's compensation laws at Auburn Tuesday night, March 1, under the auspices of the ILR Extension Division. Mr. Robert Risley, ILR graduate assistant, presided at the meeting.

Mr. Kelly's talk was the fourth of a series presented by the Extension Division. All talks in the series covered leading aspects of our Social Security system today. The lecture-discussion course was arranged at the suggestion of leaders of AFL and CIO unions in Auburn. The meetings will be held in the new FE-CIO hall, 5 $\frac{1}{2}$ Water Street.

ILR STUDENTS EMPLOY ROLE-PLAYING BEFORE ELMIRA GROUP

On Monday, February 28, three ILR students re-enacted two arbitration cases involving discipline and discharge issues before interested Elmirans. Members of the arbitration panel included Fred Board, ILR senior, who acted as arbitrator; Ross Forney, ILR Special Student, representing management; and Miss Sally Heller, ILR senior, who acted as spokesman for the union.

130 PEOPLE ATTEND OPENING SESSION OF BINGHAMTON LECTURE-DISCUSSION SERIES

An estimated 130 persons jammed a Y.M.C.A. meeting room designed to hold a maximum of 75 persons at the opening session March 1st of an eight weeks' extension program of lecture discussions on management-industrial relations in Binghamton. Instructor of the course is Andrew W. Halpin, a member of the Bureau of Educational Research at Cornell.

A second labor-management course in Binghamton, set up primarily for railroad employees on "The Role of Law and Government in Railroad Labor Relations" began sessions Tuesday, March 2, and will run for eight weeks. The course is conducted by Edward Field, ILR teaching assistant.

COURSES FOR THE WOMEN'S PERSONNEL CLUB OF NEW YORK
DEVELOPED BY EXTENSION DIVISION

Three extension courses are being given in New York City at the request of the Women's Personnel Club of New York. The Women's Personnel Club of New York is a professional organization of women actively engaged in personnel work.

These three classes meet at the Research Institute of America at 292 Madison Avenue in Manhattan. David Mack, Executive Vice President and Director of Personnel Administration of William R. Warner and Company of New York City, teaches a course in "Interviewing - A Skill in Personnel Administration"; Dr. Howard Lane, Professor of Education at New York University, gives instruction in "Morale - Its Establishment, Measurement, and Maintenance"; and the third course in "Principles, Practices, and Personalities of the Labor Movement", is taught by Dr. John A. Fitch, formerly a Panel Member under the War Labor Board.

In addition to these courses, a group of ten members of the Women's Personnel Club meet every Thursday noon at the Town Hall Club for a Luncheon-Discussion meeting. Professor Earl Brooks has been leading the discussions of the initial sessions.

Among the enthusiastic attendants is Dr. Lillian M. Gilbreth, National Director of the Girl Scouts; President of Gilbreth and Company, consulting engineers; Professor of Engineering at Purdue University; and the heroine of the new best seller written by two of her children titled "Cheaper by the Dozen".

EXTENSION DIVISION DEVELOPS COURSE IN HUMAN RELATIONS
FOR THE NEW YORK ASSOCIATION OF OXYGEN AND AMBULANCE SERVICES

In past years the New York Association of Oxygen and Ambulance Services has had its labor troubles. Association members are owners and supervisors of oxygen and ambulance equipment serving many New York City hospitals. The Association grew to feel that the problem was not entirely one of economics, but partly of human relations. Benjamin Roberts of the New York Board of Mediation, who had served as a mediator for one of their disputes, suggested that the New York City Association turn to the ILR School for guidance.

The School, on request, at once set up a course in "Human Relations in Industry" for the Association. The services of Dr. Mike Giles, head of the Institute of Human Relations of New York University were obtained to teach the course and Dr. Giles and four of his staff worked out the course in consultation with the Education Committee of the Association. Dr. Giles rode on a number of ambulance runs and visited various offices to find out what problems were involved, then worked closely with the Committee and planned what areas in Human Relations the group wanted covered in the course.

On completion of the eight weeks' weekly class sessions held at the Hotel Sheraton Commencement exercises were held February 14th. Certificates of Attendance were awarded all class members and cash prizes were given by the Association to the person, who in the opinion of his classmates, contributed most to the discussion, and to the two persons writing the best critiques of the class. The Commencement talks were given by Ralph Campbell, Director of Extension, Miss Nabel Leslie, New York State Board of Mediation, and William O'Grady. As Mayor O'Dwyer's labor representative, Mr. O'Grady occupies the position held by Theodore A. Kheel prior to his return to private law practice. The group received congratulatory messages from Fred Bullen, Executive Secretary of the State Mediation Board and from Ben Roberts of the Board, and from Senator Ives and Governor Dewey. Mr. George Goodstein, Counsel for the Association, was master of ceremonies, and Miss Effey Riley, New York Extension Representative and Associate Professor at Cornell, gave out the diplomas.

A COURSE IN "INDUSTRIAL AND LABOR RELATIONS" IS GIVEN TO PUERTO RICAN UNION MEMBERS OF THE LAUNDRY WORKERS JOINT BOARD IN NEW YORK CITY

"Introduction to Industrial and Labor Relations" is the title of a course given by the Extension Division in Spanish to Puerto Rican members of the various locals of the Laundry Workers Joint Board, Amalgamated Clothing Workers of America, CIO in New York City.

The course was set up by the Extension Division at the request of Robert A. Levin, Education Director of the Amalgamated Clothing Workers of America, and Dollie Lowther of the Laundry Workers Joint Board of the Amalgamated Clothing Workers.

The course covers the history of labor and industry, the relations of shop stewards and union officers to supervisors, and how industrial and labor organizations are run. Dr. William Wachs instructs the course. The class, although given in Spanish, is a course in Industrial and Labor Relations, but it attempts to teach the key words in English.

This is just one of a number of classes which the Extension Division is giving to labor organizations in New York City.

In addition to the class in Spanish for the Amalgamated Clothing Workers and the Laundry Workers, the Extension Division has this year given one other class in New York City for different locals of the Amalgamated Clothing Workers of America, two classes on various aspects of Labor Law for the United Textile Workers of America, AFL, at Yonkers, one class for the Retail, Wholesale and Department Store Union, CIO, one class for the American Union of Telephone Workers, CIO, two classes for the International Brotherhood of Electrical Workers, AFL, two classes for the United Gas, Coke and Chemical Workers of America, CIO, a lecture series for the Registered Nurses Guild, AFL, three classes for three different telephone workers unions, and one class for a local of the United Steelworkers of America, CIO.

Among the popular courses with unions are: Labor Law, Social Security, Role of Shop Stewards, Parliamentary Law and Public Speaking, and Union Public Relations.

THREE EXTENSION CLASSES OPEN THIS WEEK IN BUFFALO

Three classes in labor relations subjects began this week Monday and Tuesday, March 7 and 8, at Dunkirk Industrial High School under the auspices of the ILR School.

Monday night classes are "Labor Legislation" and "Wage Incentives." "Labor Legislation" is taught by Professor Leo J. Alilunas of Fredonia State Teachers College.

"Wage Incentives" is taught by Professor James Turner of the University of Buffalo School of Engineering. Professor Turner's background includes employment with both AFL and CIO unions, several years as a management engineering consultant, experience as an arbitrator, and a wide variety of adult teaching in engineering and industrial relations subjects.

The Tuesday night class is one directed to first line management and union representatives, a discussion workshop on "Foreman-Shop Stewards Relationships." Leader of this group is Mr. Martin Wersing, mediator with the New York State Board of Mediation. Mr. Wersing recently transferred to the Western New York Area from the New York City division of the Mediation Board. In New York City he worked with many stewards and foremen's groups in his capacity as instructor for classes in grievance procedure and collective bargaining at Catholic Labor Relations schools.

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FOR OUR INFORMATION

F.O.I. appears bi-weekly from the Public Relations Office, Room 7, 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.

PROFESSOR BROOKS ANNOUNCES SCHOOL'S PARTICIPATION IN GOVERNMENT PROJECT

Professor Earl Brooks has announced that the ILR School is contributing to the Supervisor Development Program of the Civilian Personnel Division of the Department of the Army. The program is a conference series for supervisors of civilian personnel at military establishments.

The School is developing the Job Management section of the program. Topics of the conferences for this section are tentatively set as: "Organization and Planning", "Directing Work Operations", "Controlling Work Operations", "Coordinating", and "Communications". Participating faculty members are Professors Brooks, Beach, Brophy, Campbell, Smith and Mrs. Evelyn Hecht.

Final arrangements for the School's participation in this program were made at the ILR sponsored government research conference held March 3 and 4.

EXTENSION DIVISION SPONSORS LABOR-MANAGEMENT SEMINAR IN ITHACA

The ILR School's Extension Division is sponsoring a series of weekly labor-management seminars in Ithaca. The series is in response to requests arising from a joint class for supervisors and union committeemen of three Ithaca plants held a year ago. The new course which began Wednesday, March 23, will be extended to include representatives of other community groups. It will continue to meet each Wednesday, with the exception of April 13, until April 27 on a non-fee, non-credit basis. Instructors will be drawn from the School's faculty. Professor Eleanor Emerson is the Extension Representative for the program.

Professor N. Arnold Tolles will conduct the first seminar on the subject, "Why Wage Differences?". Dr. Tolles is now engaged in research projects to discover and explain the current wage patterns in our industrial society. "The how and why of wage differences within a labor market area and between areas, are perplexing both to those who pay wages and to those who receive them", said Dr. Tolles in commenting upon the American public's increasing awareness of the existence of wage structure patterns. Dr. Tolles was Director of the Teaching Institute of Economics at American University, Washington, D.C. before joining the Cornell faculty in 1947. He speaks on the problem of wage structure with authority, having served as Assistant Commissioner of Labor Statistics, U. S. Department of Labor. Prior to that, Dr. Tolles was Chief of the Working Conditions Branch of the U.S. Bureau of Labor Statistics. He was Economist for the National Defense Commission during 1940 and Assistant Director of Research of the Wage and Hour Division of the U.S. Department of Labor. Dr. Tolles has also had extensive teaching experience in several eastern colleges.

The schedule for subsequent seminars is: March 30, "A Human Relations Demonstration", Professors William Whyte and Alpheus W. Smith; April 6, "The Community, Organized Labor, and Management", John W. McConnell; April 20, "Labor Management Relations and Legislation", Professor Jean T. McKelvey; April 27, "Use of Films in Developing Better Understanding", Professor J. James Jehring.

ROBERT STUTZ, DON GLEASON AND ERNEST SAPELLI TEACH EXTENSION COURSES FOR UNIVERSITY OF CONNECTICUT'S LABOR-MANAGEMENT INSTITUTE

Robert Stutz, former ILR graduate student, now Associate Professor and Extension Manager of the Labor-Management Institute, at the University of Connecticut, is teaching an 8-weeks' course in Grievance Procedure, one of a series of adult education courses being sponsored in Hartford by the University of Connecticut's Labor-Management Institute.

At Stamford, two ILR graduates, Donald Gleason and Ernest Sapelli are also teaching 8-weeks' labor relations courses for the University of Connecticut's Extension Service. Donald Gleason, at present with the Industrial Relations Division of General Electric at Bridgeport, is teaching a course in Grievance Procedure, and Ernest Sapelli, now an instructor at the University of Bridgeport, is teaching a course in Collective Bargaining.

FOUR FIRMS EXPRESS INTEREST IN ILR RESEARCH; ARTICLE ON "INDUSTRIAL PSYCHIATRY" STIMULATES INTEREST

Four firms have expressed an interest in participating in human relations research by the School of Industrial and Labor Relations as a result of an article in MANAGEMENT NEWS on "Preventive Psychiatry in Industry". One firm inquiring about the program is a large Metropolitan bank interested in exploring the possibilities of an in-plant study from the psychiatric point of view; another firm desires to know if there are any projects underway in fields such as organization planning, manufacturing practices, industrial relations, and human relations; and still another manufacturer of thermostat control systems in the mid-west is interested in any literature concerning the School's findings and desires to cooperate with the School's research program.

PHIL FOLTMAN CARRIES ON RESEARCH PROJECT WITH CARRIER CORP.

For his thesis project, Phil Foltman goes to Syracuse each Tuesday and Thursday to make a case study of the supervisory and executive training programs of the Carrier Corporation. He is attempting to evaluate such programs in terms of the morale of the personnel involved, acquiring his data by a program of interviewing and observation.

DEAN CATHERWOOD ATTENDS DINNER OF LEGISLATIVE CORRESPONDENTS ASSOCIATION

On a recent trip to Albany Dean M. P. Catherwood attended the dinner of the Legislative Correspondents' Association. Among those present were Governor Dewey, Mayor William O'Dwyer and Chief Judge Loughran.

ILR STUDENTS PLAY ARBITRATION ROLES AT EXTENSION CLASS IN ELMIRA

Walter Lewis, Irving Sabghir, and Harry Moore dramatized the roles of arbitrator, corporation representative, and union spokesman at an Elmira extension class on March 14. The mock arbitration case, involving eligibility to receive vacation pay, was enacted before the public in the Steele Memorial Library auditorium and was accompanied by a discussion of "fringe issues".

JERRY OTTOSON STUDIES MAN-POWER UTILIZATION
IN NEW YORK STATE TECHNICAL INSTITUTES

Jerry Ottoson, ILR graduate assistant in Industrial Education, is making a study of man-power utilization in the technical institutes in New York State for his thesis project. He is working with the five new Institutes of Applied Arts and Sciences located at New York, White Plains, Binghamton, Utica and Buffalo, as well as with the six older agricultural and mechanical institutes, under the direction of Dr. L. L. Jarvie, Associate Commissioner of Education in New York State and Mr. F. E. Almstead who is coordinator of technical institutes.

PROF. KONVITZ POINTS OUT HOUSE OF REPRESENTATIVES DOES NOT PERMIT FILIBUSTERS
AT MEETING OF CORNELL NAACP

Professor Milton R. Konvitz told the Cornell NAACP at a meeting in Barnes Lounge on Thursday, March 10th that the present Senate filibuster will not be broken. He blamed failure to block the filibuster on states rights Senators' refusal to do away with this check on majority rule in the Senate.

Professor Konvitz pointed out that even if the proposed change in cloture rules went through, one more than one-third of the Senate could still defeat a cloture motion.

"The rules of the House of Representatives do not permit a filibuster," said Professor Konvitz, "yet no one has shown that the House procedure is less democratic than that of the Senate. The Senate is now called upon to decide whether it is a responsible deliberative body or a private club. If the filibuster is not broken, it will not be possible for a member of the Senate, or even for any American, to raise strong objections on the basis of principle to an exercise of the veto by the USSR in the U. N. Security Council. The filibuster is a challenge to fundamental democratic processes and as such should be met head-on", Dr. Konvitz declared.

PROF. SMITH RECOMMENDS NEW BOOK BY DR. D. EWEN CAMERON

Professor Alpheus W. Smith recommends highly the new book of D. Ewen Cameron "Life Is For Living". "In spite of the Dale Carnegie title, the book is a solid analysis by a psychiatrist of basic human problems and contains many illustrations in the field of industrial and labor relations, Professor Smith states. "The Chapter titled 'Work' is especially good."

Dr. Graham Taylor, fellow in Industrial Psychiatry in the ILR School, worked with Dr. Cameron at McGill University.

ILR FACULTY GIVES TEA FOR DEPARTMENTS OF ECONOMICS, PSYCHOLOGY,
AND SOCIOLOGY AND ANTHROPOLOGY

On Wednesday afternoon, March 16, the faculty of the ILR School gave a tea honoring the Departments of Economics, Psychology, and Sociology and Anthropology from 4 to 6 P.M. in Willard Straight Hall.

MYSTERY OF OCCUPANTS OF ROOM 2 SOLVED

A mystery finally has been solved: to wit, who was to occupy the new constructed room next to Miss Sutton's. Room 2 is the new home of the stenographic pool - now occupied solely by Richard Younge. However, Mrs. Betty Ostrander, now working in Extension, will soon join Richard.

PROF. JEHRING VISITS FIRMS IN WESTERN NEW YORK TO ADVISE ON SAFETY

The week of March 14, Professor J. James Jehring toured the Wurlitzer Company, manufacturers of musical instruments at North Tonawanda; the Republic Steel Company; the Bethlehem Steel Company, and the Carborundum Company to advise on safety programs.

PROF. KONVITZ SPEAKS AT LAW SCHOOL GROUP

This evening, March 24, Professor Konvitz will address the Sir Thomas More Guild of the Cornell Law School on "The Catholic Bishops' Attack on the Supreme Court McCollum Decision."

Professor Konvitz's second article on "The Bill of Rights in the Draft Constitution for Israel" appeared in the March 4 issue of the "Reconstructionist".

DR. MICHAEL DAVIS SPEAKS ON ADVANTAGES OF COMPULSORY MEDICAL PLAN

Citing the inaccuracies of voluntary medical plans, both in coverage and comprehensiveness, Dr. Michael Davis, chairman of the Committee for the Nation's Health and a member of the Social Security Commission Advisory Council, described the advantages of national compulsory health insurance in a discussion at the Industrial and Labor Relations School March 9th.

Davis emphasized the unexpected nature of illness. He said, "The average amount of the family budget spent for medical care is three per cent, but we find that the amount of medical care needed by any one family varies so widely as to prevent meeting expenses from individual family budgets."

Pointing to the absence of medical care in preliminary stages of illness under the present plans, Dr. Davis stated that only 20 per cent of the average medical bill is for hospital costs.

In answering the present objections of groups opposed to a national health insurance program, the doctor emphasized that under pending legislation the patient would have free choice of his doctor.

He also stressed the protection given the doctor. He would not become an employee of the government but would remain an "independent contractor."

SUNDAY HOURS OF ILR LIBRARY CHANGE

The Sunday hours of the ILR library will be changed as of April 10. After that date, the Library will be open from 3 to 6 P.M. Reserved books will be due at 3 o'clock.

PROF. CLARK SPEAKS AT RUSSIAN SEMINAR

Professor Gardner Clark spoke at a seminar given for the Russian area program on the topic "The Russian Attitude Toward Technology" Wednesday afternoon, March 16th at Goldwin Smith Hall. A discussion followed.

ILR SCHOOL HAS EXHIBIT AT CORNELL UNIVERSITY LIBRARY

Beginning Saturday, March 26th and extending through Friday, April 15th, the ILR School will display an exhibit in the lobby of the Cornell University Library. This exhibit will illustrate the activities of the School of Industrial and Labor Relations with nine cases of material on the library, student activities, field trips, conferences, publications, audio-visual aids, the extension division and research activities. Those who were engaged in developing the exhibit were: Professor J. James Jehring, Gormly Miller, Dave Hyatt, Vivian Picander, Nancy Barone, Walter Witham, Harry Moore, John Lamb and Erik Madsen.

E.R. CHAPPELL OF ESSO STANDARD STATES TRAINING DIRECTORS
MUST SELL THEIR IDEAS TO TOP MANAGEMENT

"Training in industry is selling - selling an idea", stated Mr. E. R. Chappell, Manager of the Training Division of the Esso Standard Oil Company, speaking to Professor John M. Brophy's classes in "Personnel Administration" and "Organization of Training in Industry", Friday, March 18th.

"In selling a training program to top management, study what should be done, study what is necessary to get it done. From this information, prepare a visual presentation of your plan. In your initial talk to top management - your sales talk, use your visual presentation. It helps you sell the plan", was the statement made by Mr. Chappell.

Mr. Chappell considers the following tips essential to a successful training program: "(1) Attain and maintain interest and support of management and the employees, (2) Work for quality rather than quantity- spend training money wisely, (3) Build your programs with the assistance of the employees it will reach, (4) Prove to the departments of the industry that you can be of service, (5) Follow-up - it is the most important part of training, (6) Keep management posted on the results of training - the bad as well as the good, (7) Remember training is a service group."

RUTH HOFFMAN OF THE AMALGAMATED CLOTHING WORKERS OUTLINES ORGANIZING PROBLEMS
TO PROF. NEUFELD'S CLASS IN "LABOR UNION ORGANIZATION"

Miss Ruth Hoffman, one of the Amalgamated Clothing Workers' new organizers in the department store drive, spoke to Professor Neufeld's classes in "Labor Union Organization" March 17 and 18 on the subject of techniques of organizing. Working in the Pennsylvania territory, Miss Hoffman is handling both research and organizing assignments for the ACWA.

Miss Hoffman pointed out that the technique of organizing varies greatly with the type of community in which you must organize. Different techniques must be applied if the community is rural rather than urban. If there is already an established union willing to cooperate in the drive, the problem of making initial contacts for organizing is much easier than if no "friendly" union exists in the town.

Before coming to her present job with the ACWA, Miss Hoffman was Research Director for the Upholsterers' International Union of North America-IFL. She is a graduate of the University of Pennsylvania and worked as a Wage Analyst for the Regional War Labor Board of Philadelphia.

PROF. KONVITZ IS CO-AUTHOR OF NEW BOOK

Professor Milton R. Konvitz is the co-author of a new book which has just been published by Harpers titled "Discrimination and National Welfare." The editor is Professor Robert M. MacIver of Columbia University. The volume is one in a series on "Religion and Civilization" and is published for the Institute for Religious and Social Studies. Professor Konvitz's essay is on "Discrimination and the Law". Other contributors to the volume are Elmo Roper, Father John LaFarge, Roger Baldwin and Professor A. A. Berle, Jr.

PEOPLE ARE WONDERFUL

Richard Younge, formerly from Brooklyn, is a new member of the stenographic staff. His office is in Room 2 adjacent to Miss Sutton's. A graduate of Cornell's College of Arts and Sciences, Richard is on leave of absence from a theological seminary in Cambridge, Massachusetts.

Mrs. Elizabeth Ostrander, who is doing some part-time work for Extension, is another new member of the staff. Both Mrs. Ostrander and her husband, Rensen who is a first-year law student, hail from Rockeville Center, Long Island. Before coming to Ithaca this February, Betty worked for the advertising firm of McCann-Erickson in New York City. When her present Extension work is finished, Betty will join Richard Younge in Room 2.

In mid-March Doris Sutton, Administrative Assistant, moved from her former home on the Ellis Hollow Road to a complete one-room home on the Slaterville Road. Her little house, on a 5-acre tract, has bath, kitchen unit and garage.

Ardemis Kouzian reports that Ruth Olmstead was recently seen dining in the atmospheric food emporium called Joe's with a handsome gent recently returned from the Middle East where he was working for the United Nations.

Mrs. Lily Newbury is Professor Brophy's new secretary. She formerly worked in the Stenographic Pool in Room 46.

Madeline Grover is acting as secretary to Professor Jehring while Professor Lynn Emerson is on sabbatical leave.

Ezma Pew who works with Doris Stevenson in the Fiscal Office, recently modeled in a preview of spring fashions sponsored by the Graduate Wives Club at Willard Straight.

It is becoming dangerous to walk through the halls of ILR with a piece of paper in one's hand. At least this is the contention of Charles Thoubboron after a recent experience of having a black Boxer dog lift a paper from his hand. After unsuccessfully attempting to regain possession of it, Charlie had to return to the Mimeograph Room to get another sample and continue on his errand.

A card received from Charles Thoubboron, supervisor of the Instructional Materials Lab, who is at present in a Brooklyn hospital says: "Thanks for the flowers. Am getting along well and resting a lot".

Mrs. Eileen Lawlor spent three days last week in New York City and at her home on Long Island. While at Macy's, Eileen met Mary O'Brien, former ILR secretary, shopping for her trousseau.

A student in Mrs. McKelvey's class in "The Role of Government in Labor Relations", inquired as to whether the Gravediggers Union was a violation of the Inter-State Commerce Commission.

Flo Stewart Gleason, former secretary to Dean Catherwood, writes as follows from Bridgeport, Connecticut to Doris Stevenson:

"Well, this life is wonderful. I find enough to keep busy all day. In fact I don't know where the time goes. The alarm goes off at 6:00 A.M. and I'm up getting breakfast while I'm still half asleep. I tell Don this will soon stop, but I don't think he believes me.

"I do our washing and it's actually fun with the washing machine. Of course, ironing is another problem. I am getting quite domestic. Today I washed the woodwork in the living room. It took me practically all day.

"It seems so funny to go to the store in the middle of the day and not have to hurry all the time. But I guess I'm getting used to it and I love it.

"At the present moment my husband is sitting across the table from me working very hard. He is going to teach an extension course at the University of Connecticut starting next Tuesday and so he had to do a little studying for it. Ernest Sapelli is also going to teach a course. That's where Bob Stutz is, you know."

MAN OF THE WEEK

Born in Oregon, Professor C. Kenneth Beach attended Oregon State, accumulating both his B.S. and M.S. there. In his spare time he attended summer sessions at Colorado State, University of Oregon and Louisiana State. He obtained his Ph.D. from Cornell in 1941. His work experience has included everything from clerk in a drug store to State Supervisor of Adult Education in Oregon and Associate Professor and Head of Department in Louisiana State. His latest position before coming to this School in 1946 was Supervisor of the Division of Applied Arts and Sciences in the Education Department in Albany.

In addition to teaching one course and a seminar, the popular and vital Industrial Education professor is Associate Editor of EDUCATION responsible for the issue on Industrial Education; Secretary of the N.Y.S. Vocational and Practical Arts Association which includes editorship of VIEWPOINT; program chairman for Phi Delta Kappa, professional industrial education fraternity; and vice president of the National Association of Industrial Teacher Trainers and chairman of the research committee of this organization which is compiling an annotated bibliography of all theses in industrial education since 1930.

His hobbies include playing handball and baseball, refinishing antique furniture, and spending his limited leisure with his wife and 15 year old daughter, Sallie Lou.

F.O.I. IS YOUR PUBLICATION:

LET THE PUBLIC RELATIONS OFFICE KNOW WHAT YOU'RE DOING

F.O.I. is published "for our information". Your activities, speaking engagements, trips, recent publications, reviews, and other projects are of interest to others. Whenever you speak before any group, make a trip of interest to the School, publish an article, review a new book, or engage in any activities which others might be interested in, would you contact Ruth Olmstead, Nancy Barone, Charles Sparks, or Dave Hyatt, or simply drop a note containing the information to the Public Relations Office.

AUBURN "CITIZEN-ADVERTISER" FINDS PANEL DISCUSSION
ON NATIONAL HEALTH INSURANCE HIGHLY SUCCESSFUL

National health insurance was the topic of the fifth session of a lecture series held at West High School auditorium, Auburn, N.Y. on March 10. The participants, introduced by Dr. John Thurber, were: Dr. Michael M. Davis, consultant on health studies to the U. S. Social Security Administration; J. Campbell Butler, Executive Director of Blue Cross and Blue Shield plans for the Auburn area; and Duncan M. MacIntyre, ILR graduate teaching assistant.

Mr. MacIntyre introduced the subject in broad terms and served as moderator. He pointed out the success achieved by present voluntary health plans within the limitations of their scope and coverage and reviewed briefly government participation in health matters at this time. Mr. Butler sketched the development of the Blue Cross plan and suggested that federal financial aid could most advantageously be channeled through existing voluntary agencies with no fear of lowered medical standards which might accompany compulsory health insurance. Dr. Davis pointed to the limitations of private plans and expressed the conviction that they must give way to a system of pre-paid doctor and hospital expenses that would be available to most of our people.

The talks were followed by a question period, termed by the Auburn "Citizen-Advertiser" as particularly lively. In commenting on the reception accorded the session, the "Citizen-Advertiser" reported:

"Several persons were heard to comment on similarity of the session to the Town Hall idea, and to suggest that further group discussion along the same line on other controversial subjects 'would be of great interest and substantial value to our townspeople' ".

The lecture series is being sponsored and directed by the Extension Division at the request of local CIO and AFL unions.

PROF. ALPHEUS W. SMITH GIVES COMMENCEMENT ADDRESS
FOR TEXTILE WORKERS GROUP AT YONKERS

On Saturday, March 12, Professor Alpheus W. Smith delivered the Commencement Address at the Strand Cafe at Yonkers, New York at Commencement exercises for the second series of Extension courses of the New York State School of Industrial and Labor Relations conducted for Local 122, Shop Stewards and Executive Council of the Textile Workers Union of America, CIO. Mr. Benjamin Roberts, State Board of Mediation, who was instructor of the course, presented 140 certificates to those who completed the course. Charles Hughes, Manager of Local 122, also was present.

Mr. Harold Zulauf, Vice President of the Alexander Smith and Sons Carpet Co., of Yonkers, has visited the School of Industrial and Labor Relations a number of times and is enthusiastic about the course the Extension Division of the I&LR School conducted for Local 122. Discussions are now underway for a joint class for top supervisors of the company and shop stewards with cooperation of both the company and the union.

DR. JOHN THURBER SPEAKS ON INDUSTRIAL PEACE AT FORUM IN TROY

Dr. John Thurber, Extension staff member, spoke at a forum held at the Columbia High School in Troy, N.Y., on March 2. The topic of the forum, presented by members of the adult education program and the Columbia Community Council, was "How Shall We Achieve Industrial Peace in America." Other speakers with Dr. Thurber were Mr. Winthrop Stevens of Huyck Mills and John R. Jones, First Vice-President of the Albany Office of the International Brotherhood of Paper Makers.

EXTENSION DIVISION OPENS FOUR COURSES AT GLENS FALLS

A new Extension Division project has been opened at Glens Falls. The first two classes of a four-course program for the general public opened February 28th.

The first two classes were "Introduction to Labor Economics," taught by Robert Rienow, Professor of Political Science at New York State College for Teachers and "Parliamentary Law and Public Speaking," conducted by John Braun, Albany labor relations attorney.

The second two classes began March 2. They were: "Human Aspects in Labor-Management Relations," with instructor Eugene L. Freel, Assistant Professor of Psychology and Education at Union College; "Social Security," taught by Leonard F. Requa, Research Assistant in the New York State Department of Social Welfare.

EXTENSION SPEAKER SAYS FRUSTRATION IS FREQUENT STRIKE CAUSE AT TRIPLE CITIES

Strikes and violence in industry frequently are caused by workers who have a "feeling of frustration" in their jobs, Andrew W. Halpin of Cornell's Bureau of Educational Research said at a Triple Cities extension class on March 8. Mr. Halpin was speaking at the second session of an eight-week course of lecture-discussions on "Human Relations In Industry" held in a local Y.M.C.A.

Addressing an audience of one hundred fifty Triple Cities residents, Mr. Halpin said that human beings have three requirements: physical needs, social needs, and "ego" needs. "If any of these are not satisfied," he continued, "tension will result. Industry must develop a program to satisfy these three needs to build up plant morale and improve labor-management relations."

He pointed to operators of small factories in the early days of the industrial revolution as having a "feeling of responsibility to their employees." "As industry became large and control reverted to stockholders," he said, "this sense of personal relationship between employer and employee diminished. Simultaneously, mass production methods were introduced and, as a result, the worker no longer can see what his particular job has to do with social progress because his work deals with only a small part of the finished product."

The growth of large cities and the resultant loss of social contacts, together with loss of responsibility to the community also were outlined by the speaker.

PROF. BURLI G PRESENTS HUMAN RELATIONS COURSE IN BINGHAMTON AT REQUEST OF SUPERVISORY EMPLOYEES

The Extension Division is currently presenting a seven-week course in human relations to supervisory employees at the Ansco Company's Binghamton plant. The group discussions, led by Dr. Temple Burling of the ILR faculty, emphasize the psychology of motivation and morale. At the initial class, two sections had to be organized to accommodate the large attendance.

The course arose from a request by the Ansco Foremen's Association for a course in human relations that would help them in their supervisory problems. The School responded by offering the services of one of their industrial psychiatry staff and the Extension Division organized the series, which will be concluded on April 4.

FILM FORUM FOR FOREMEN IS CONDUCTED AT ITHACA GUN COMPANY

For the second year, the ILR School, under the direction of Professor Jehring, has been carrying on a film forum for foremen at the Ithaca Gun Company. Monthly dinner meetings are held, at which movies are shown for the entertainment and education of the foremen, with emphasis on attitude forming. Walter Witham, graduate assistant, is contributing greatly to the success of the program by handling the details of the program this year, Professor Jehring stated.