

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.

APRIL ISSUE OF "INDUSTRIAL AND LABOR RELATIONS REVIEW"

FEATURES ARTICLE ON TAFT-HARTLEY ACT BY PROF. WITTE OF WISCONSIN

The April issue of the "Industrial and Labor Relations Review" features an article by Professor Edwin E. Witte, titled "The Taft-Hartley Act in Operations: A Brief Appraisal". Professor Witte is Chairman of the Department of Economics at the University of Wisconsin, was former President of the Industrial Relations Research Association.

In addition, the April issue of the "Industrial and Labor Relations Review" includes the following articles: "The Meaning of the Union Shop Elections" by John A. Hogan; "The Settlement of Work Jurisdictional Disputes by Governmental Agencies" by Paul Fisher; "The Problem of Jurisdiction of National and State Labor Relations Boards" by Jerome Ackerman; "Tripartitism in the National War Labor Board" by Robert G. Dixon; and reviews by Professors William F. Whyte, John M. Brophy, Vernon H. Jensen, and J. James Jehring of Cornell University.

DEAN CATHERWOOD ADDRESSES ECONOMIC CLUB OF DETROIT

Dean M. P. Catherwood was guest of honor and speaker at a luncheon meeting of the Economic Club of Detroit yesterday. The meeting was held at the Book-Cadillac Hotel. Before an audience of 500 outstanding industrial and community leaders of Detroit, Dean Catherwood spoke on the subject, "What the New York State School of Industrial and Labor Relations Has Accomplished To-Date, Particularly in the Field of Workers' Education."

PROF. JEHRING GIVES PREVIEW OF ECONOMICS FILM TO ITHACA BUSINESS LEADERS

Representatives of the Ithaca Gun Company, Grange League Federation, Morse Chain Company, and the Personnel Department of Cornell University attended a preview of the film, "In Balance", in Professor Jehring's office, Wednesday, April 6th. The film, produced by the Burroughs Adding Machine Company, deals with the distribution of profits. It was previewed in cooperation with the local representative of the Burroughs Adding Machine Company.

PROF. LEIGHTON SPEAKS AT INSTITUTE ON MENTAL HEALTH

Professor Alexander H. Leighton was the speaker, Wednesday, April 13th, for the Institute on Mental Health, which is conducted by the Mental Hygiene Society of Monroe County, at the Cutler Union Auditorium in Rochester, for members of the Mental Hygiene Society and the public.

Professor Leighton spoke on the subject, "Mental Health and the Problem of Cooperation Between Races and Between Nations." His speech was a sequel to the article, "Dynamic Forces in International Relations", which appeared in the January 1949 issue of "Mental Hygiene."

MRS. GERTRUDE GROVER FEATURES DISCUSSION OF EXTENSION ACTIVITIES
ON SUNDAY BROADCAST OF "HOME-TOWN STORY"

Mrs. Gertrude Grover of the WHCU staff, on Sunday afternoon, March 27th, interviewed persons from the community regarding the services of our Extension Division to Ithaca in a radio program called "Home-Town Story". Those participating in the program were Richard Pollock, Allen Wales Personnel Director, D. J. O'Connor, Business Agent, International Association of Machinists, and Professor Alpheus W. Smith of the ILR School. The interview-discussion program was arranged by Professor Eleanor Emerson of the Extension Division.

MRS. LANDIS SPEAKS AT FARM AND HOME WEEK

Mrs. Elizabeth Landis, who is assisting Dr. Konvitz, spoke to women attending Farm and Home Week, Thursday, March 24th, on the subject, "Some Legal Problems of Interest to Women".

PROF. JEHRING ATTENDS SAFETY CONFERENCE IN WASHINGTON;
PRESIDENT TRUMAN ADDRESSES GATHERING

Professor J. James Jehring, attended the President's conference on Industrial Safety in Washington March 23-25.

President Truman, addressing the conference, remarked that an attempt should be made to diminish the number of industrial accidents in the country by one-third and that if a coordinated effort were made by all groups in the country, he felt that this goal could be achieved. Members of President Truman's cabinet were also present at the conference.

Fifteen hundred people, representing government agencies, management, labor, and education groups from all parts of the country participated in the conference. The educational committee, of which Professor Jehring is a member, submitted a report on educational needs in the field of industrial accident prevention. The group recommended that the national conference be followed by a series of state industrial safety conferences to be called by the governors of the respective states.

While in Washington, Professor Jehring saw Barbara Bush who works in Senator Ives' office. Miss Bush was Senator Ives' secretary when he was Dean of the ILR School. Professor Jehring was able to attend sessions of both the Senate and House, thanks to her.

Professor Jehring also talked with Philomena Marquardt Mullady, now with the U.S. Labor Department. She sends her best wishes to the members of the staff. The Mulladys are now settled in an apartment at 4716 Tenth St., N.E. At present Mrs. Mullady is working on a report on the Belgian labor movement for the Labor Department.

IBM EDUCATION DIRECTOR SPEAKS ON COMPANY TRAINING PROGRAM

"The purpose of education at IBM is to provide for each employee to make a better living and to have a better life", was the statement made by Mr. Frank Welch, Director of General and Vocational Education for the International Business Machine Corporation, speaking before Professor John M. Brophy's class in "Organization of Training in Industry", Wednesday, April 6th.

Mr. Welch described the scope and organization of the Department of Education of IBM which serves all facets of the organization. The education program reaches 23,000 employees and offers each employee the opportunity to improve and advance in their work performance, and to gain further general education.

"Management of IBM feels that money spent on education is not an expense; it is an investment in developing people", stated Mr. Welch.

ILR FACULTY AND STUDENTS ARE GUESTS OF MANUFACTURERS ASSOCIATION

Professor Ralph N. Campbell, Professor Alpheus W. Smith, J. Gormly Miller, Robert McCambridge and graduate students John Slocum and Felician Foltman were guests of the Manufacturers Association of Syracuse at its Spring Luncheon Meeting held at the Syracuse Hotel on April 6. Guest speaker was 1949 President of the National Association of Manufacturers Wallace F. Bennett who spoke on the subject, "America's Great Selling Opportunity". The ILR guests were among a group invited from Cornell, Syracuse University, and Lemoyne College by the Association.

SAMUEL NEWMAN, GENERAL VICE PRESIDENT OF THE INTERNATIONAL ASSN. OF MACHINISTS DESCRIBES UNION ORGANIZATION AT GRADUATE SEMINAR

Mr. Samuel Newman, General Vice-President of the International Association of Machinists, was the speaker at the Graduate Seminar, Monday, April 5th. Mr. Newman related the history of the International Association of Machinists and described its organization structure.

PROF. KONVITZ SPEAKS IN DETROIT

On Monday night, March 28, Professor Milton R. Konvitz spoke at the Lee-Plaza Hotel under the auspices of the Committee to Maintain Separation of Church and State.

On Sunday morning, April 3, he spoke at the Forest Home Chapel.

ILR SCHOOL PUBLISHES BOOKLET
"TOWARD MUTUAL UNDERSTANDING"

Dean M. P. Catherwood has announced the publication of "Toward Mutual Understanding", a new booklet covering the functions of the School. Designed for public distribution, the new publication is in response to the rising number of inquiries concerning the Cornell School's activities in the field of industrial and labor relations.

"Toward Mutual Understanding" outlines the New York State Legislature's intent in establishing the School and explains how it is being carried out by a three-fold program of resident instruction; research, publications, and informational service; and adult education. With words and pictures, it depicts the School's relationship to labor, management, and the public. Questions most commonly asked by visitors and correspondents are answered by the booklet.

CHARLES CHRISTIANSEN, VICE PRESIDENT OF GRISTEDE BROTHERS
SPEAKS BEFORE PUBLIC RELATIONS CLASS

Speaking before the students of ILR 68, Public Relations, Tuesday, April 5, Mr. Charles S. Christiansen, Vice President in charge of Industrial and Labor Relations and Personnel for Gristede Brothers, Inc., New York City, described how the principles of a good public relations program are put into daily practice by their organization.

"Although we are not a large enough organization to have a Public Relations Department, the personnel in our organization practice public relations constantly. We recognize the necessity of treating our personnel as individuals, participating in community activities, and pleasing our customers", stated Mr. Christiansen.

In the afternoon, Mr. Christiansen participated in discussions of Professor Brooks' Personnel Seminar.

WEEK-LONG INSTITUTE ON SOCIAL SECURITY CLOSES

"An outstanding feature of the expansion of social services in the United States is the preservation of incentive and opportunity", said Earl deSchweinitz, Chairman of the Committee on Education and Social Security of the American Council on Education, at the closing session April 1st of the week-long Institute for Administrators in Social Security and Related Fields held at Cornell University. Mr. deSchweinitz was speaking on the subject of Education for a Career Service.

In concluding the Institute, sponsored by the Cornell's School of Industrial and Labor Relations in cooperation with the Committee on Education and Social Security, Professor John W. McConnell of the Cornell faculty characterized the Institute's work as another great step by which the university descends from the ivory tower to aid the community in attaining the kind of society it wants.

The Institute, attended by nineteen public administrators from twelve county, state, and federal agencies active in New York State, consisted of three week-long daily seminars, and three one-session panel discussions. The first seminar, "Current Issues in Social Security" was 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, conducted a seminar on "Human Relations in Social Security Administration". "The Problem of Income Maintenance, Past and Present", was 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 was the subject of the first panel discussion. Participants were: Dean William Myers, Cornell's College of Agriculture; Kenneth L. Kramer, Director of the Health and Welfare Department, Textile Workers Union of America; J. W. Meyers, Manager, Insurance and Social Security Department, Standard Oil Company of New Jersey; ILR professors Tolles, Jensen, Ferguson, and McConnell participated in the second panel discussion, "What's Ahead in Prices, Wages, and Employment". The last panel discussed "Next Steps in the Development of a Career Service in Social Security" and consisted of: Robert Lansdale, New York State Commissioner of Social Welfare; Milton Loysen, New York State Division of Placement and Unemployment Insurance; Charles Campbell, Executive Director, Civil Service Commission of New York; and Hugh McKenna, Assistant Director in Charge of Field Division, Bureau of Old-Age and Survivors Insurance.

APRIL 1ST ISSUE OF "RECONSTRUCTIONIST"

FEATURES ARTICLE BY PROF. KONVITZ article

Professor Milton R. Konvitz's third on the Bill of Rights in the Israeli Draft Constitution appears in the April 1 issue of "The Reconstructionist".

RESEARCH DEPARTMENT PUBLISHES PRELIMINARY DRAFT OF JOHN WINDMULLER'S PROJECT

John Windmuller, graduate assistant, has been carrying on a research project in the Elmira area in connection with his Master's thesis, to find out what proportion of employees for manufacturing and public utilities, are working under collective bargaining agreements in Elmira and the union membership of those who were covered. John is analyzing 26 agreements covering over 10,000 employees with respect to such issues as union security, management rights, holidays, vacations, hours, grievance procedures, and seniority. In this connection, the Research Department has just mimeographed the preliminary draft of this project titled, "Unionization and Union Security in Manufacturing and Public Utilities in Chemung County, New York".

PROF. BROPHY ADDRESSES TRAINING COUNCIL
OF SYRACUSE MANUFACTURERS ASSOCIATION

Professor John M. Brophy addressed the Training Council of the Syracuse Manufacturers Association on Tuesday, April 12 on the subject "Industrial Training as a Tool in the Field of Industrial and Labor Relations".

HERBERT HUBBEN'S ENGAGEMENT IS ANNOUNCED TO LOIS CRANE

Announcement of the engagement of Miss Lois Crane of Washington, D. C. to Herbert Hubben, ILR graduate assistant, was made by Miss Crane's mother at a reception in Washington on Sunday, March 27th. Miss Crane has just completed her third year at Antioch College, Yellow Springs, Ohio. The wedding will take place on June 11th at the Quaker Meeting House in Washington.

JOHN SLOCUM CONDUCTS EXTENSION CLASS IN SYRACUSE

John Slocum, graduate assistant in Extension, is conducting an 8-weeks' series in Syracuse on "The American Labor Movement" for the United Auto Workers. The meetings are held at the CIO headquarters with 23 persons registered for the course.

SYLVESTER GARRETT, LABOR RELATIONS COORDINATOR
SPEAKS TO MRS. MCKELVEY'S CLASS IN COLLECTIVE BARGAINING

Sylvester Garrett, Labor Relations Coordinator for the Pittsburgh Plate Glass and Libby-Owens Ford Glass Company, spoke to Mrs. McKelvey's seminar in Collective Bargaining Wednesday afternoon, April 6. After his talk he met with a group of graduate students for dinner. The group was later entertained at the home of Professor and Mrs. Tolles.

PROF. LYNN EMERSON WRITES FROM TEXAS

Professor Lynn Emerson, now en route to the West Coast, writes: "The trip continues to be pleasant. We have had summer weather when along the Gulf Coast, New Orleans, etc. - and now are back in Spring again. This is the finest time of year in Texas and we are enjoying it. Saw a beautiful azalea garden this morning. We plan a couple of days more in Texas and then up to Okmulgee, Oklahoma. Then we head for the real West. Best regards to the staff".

RICHARD HANLEY, ILR GRADUATE, VISITS SCHOOL

Richard Hanley, former ILR graduate student and placement secretary, visited the School Saturday, March 26. Dick is with the Industrial Relations Department of the Continental Can Company of Jersey City. His duties in the Industrial Relations Department include personnel work, industrial training, employee relations, union relations, safety, and supervision of the cafeteria.

In addition to this, the Industrial Relations Department also handles the local house organ and plant-community relations. Dick is pleased with his position and says that every day brings new and challenging problems.

Since he expects to be in Jersey City until the first of the year, Dick is looking for an apartment there so that his wife, Mary, now living in Ithaca, can join him.

PROF. BEACH SPEAKS AT BUFFALO GRADUATION EXERCISES

On Thursday, March 24th, Professor C. Kenneth Beach spoke at the Graduation exercises for the teachers completing the industrial teacher training course in Buffalo conducted by the State Education Department.

PROF. EARL BROOKS CONFERS IN WASHINGTON

Professor Earl Brooks was in Washington Wednesday and Thursday of this week to confer with the Director of Personnel, Department of Army, concerning the School's development of material on job management training for supervisors.

JOURNALISTIC SOCIETY HONORS EDITORS OF "ILR COMMENTATOR"

Four ILR students have been elected to Pi Delta Epsilon, honorary journalistic society on the Cornell Campus. Each has been active on the editorial board and staff of the "ILR Commentator". Included are: Kent Fendler '50, Frank Mahaney '50, Walter Geldzahler '50 and Herman Horowitz '50.

GERALD L. OTTOSON WRITES ARTICLE
FOR AMERICAN VOCATIONAL JOURNAL

Gerald L. Ottoson, graduate assistant is the author of an article titled "Vitalizing Your Summer School Program" which has been accepted by the "American Vocational Journal". The article deals with the function of VITA, the vocational, industrial, and technical arts association of Cornell summer students. The article was written as an assignment in ILR 68-Public Relations.

JOSEPH SHORT, PROGRAM DIRECTOR OF WHCU
DISCUSSES RADIO AS A MEDIUM OF PUBLIC RELATIONS

Joseph Short, program director of WHCU, addressed students of ILR 68 - Public Relations Thursday, April 7th on the subject: "How Radio Can Be Used As a Public Relations Medium".

Mr. Short pointed out that most stations run a great number of public service programs and most program directors are anxious to help organizations improve their public relations through the medium of radio. "For example, through such programs as 'Hometown Story', WHCU offers organizations an opportunity to tell their story to the public over an established program with an established audience", Mr. Short stated.

NEW ISSUE OF "COMMENTATOR" IS ON SALE

The current issue of the ILR 'Commentator' features interesting articles on life at Watermargin, job opportunities in industrial relations, and use of films in training.

"Students are urged to support the School magazine by subscription (50¢ per term, payable at the library desk) or better yet - by coming out for the writing or business staff", Frank Mahaney, Managing Editor of the 'Commentator' stated. Further information may be obtained from editors and staff members of the magazine.

BARNARD COLLEGE BULLETIN FEATURES ARTICLE
ON ILR SCHOOL PROGRAM

An article on the ILR School's undergraduate and graduate program accompanied by pictures, appeared in the March 17th issue of the "Barnard Bulletin", the student publication of Barnard College of Columbia University. The article was written by Pat Weenolsen, Columbia student, with the assistance of the ILR Public Relations Office.

DAVE HYATT SPEAKS BEFORE
CORNELL JOURNALISTIC SOCIETY

Dave Hyatt spoke to members of Pi Delta Epsilon, the honorary journalistic society of Cornell University, at a meeting held on campus last night. Topic of his talk was "Opportunity in Public Relations".

On Wednesday, April 13th, he was guest speaker at a dinner meeting of Alpha Tau Omega, speaking on the subject: "Public Relations, Information, and Service."

NEW BOOK ON "LABOR IN POSTWAR AMERICA" FEATURES ARTICLE
BY PROF. JENSEN

An article titled, "Industrial Relations in the Lumber Industry", by Professor Vernon H. Jensen, appeared in the recently published book, "Labor in Postwar America". The Board of Editors includes: Colston E. Warne, Chairman, Dorothy W. Douglas, Everett C. Hawkins, Lois MacDonald, Emanuel Stein, and Katherine DuPre Lumpkin, Managing Editor.

PROFESSORS CAMPBELL AND ADAMS ATTEND CONFERENCE AT RUTGERS UNIVERSITY

Professors Ralph N. Campbell and Leonard P. Adams attended a Special Conference on The Problem of Communications at the Institute of Management and Labor Relations of Rutgers University on April 4. The Conference analyzed the problems facing those who formulate top policy in unions and management with special emphasis on the difficulties of getting across to all concerned the content and meaning of the collective bargaining agreement and on reducing the misunderstandings which frequently arise between management and labor over the communication of information.

BERNARD LAMPERT, ILR GRADUATE, DISCUSSES ARBITRATION IN PROF. MCKELVEY'S CLASS
IN "THE ROLE OF GOVERNMENT IN LABOR RELATIONS"

"Arbitration is the realistic, common-sense approach to industrial and labor relations, insofar as it is a substitute to the economically costly strike", said American Arbitration Association and State Mediation Board arbitration panel member Bernard P. Lampert, speaking at Professor Jean T. McKelvey's class in "The Role of Government in Labor Relations", Thursday, April 7th.

"Where both parties have reached an impasse and they are convinced they are right, they have one of two alternatives", he continued. "Either they battle it out and the stronger force 'wins' or they present their viewpoints to a fairminded, impartial person and abide by his decision."

Mr. Lampert, who graduated from the School of Industrial and Labor Relations in February, 1948, is currently studying law at the Brooklyn Law School where he is on the staff of the law review. He is the co-author of a recently published study of employee adjustment to technological displacement.

PUBLICATIONS OFFICE ANNOUNCES NEW MIMEOGRAPH BULLETIN
ON WORK-EXPERIENCE TRAINING PROGRAMS IN EDUCATIONAL & CORRECTIVE INSTITUTIONS

The first mimeographed bulletin of the ILR Publications Office is titled, "Work-Experience Training Programs in Educational and Corrective Institutions" by Gilbert E. McGrew, former ILR graduate assistant. Mr. McGrew is now District Supervisor, Trade and Industrial Education of the Department of Education at Columbia, South Carolina. The bulletin consists of a section of Mr. McGrew's thesis. Vivian Nicander edited this bulletin and designed the attractive, two-color cover.

PROF. JEHRING ATTENDS SAFETY CONFERENCE FOR GREATER NEW YORK

Professor J. James Jehring attended the Greater New York Safety Conference at the Statler Hotel in New York City March 29 through the 31st. He hopes to lay the groundwork for future research projects in the field of labor management safety committees through contacts at this conference.

Latest word from Charles Thoubboron, now in the Brooklyn Naval Hospital: "I am coming along slowly and it will not be long now. I was out of bed for a few days but will be back again today for a short while. Give my best to everybody as I would have writer's cramp trying to answer all the mail."

Robert Risley, ILR graduate assistant, is spending the week of vacation in Albany studying progress of the Disability Compensation Bill. He is being guided around Albany by Eugene DuFlocq, Counsel for the Joint Legislative Committee on Industrial and Labor Conditions.

Jack Oster, ILR graduate assistant, spent the holidays with his family in Cleveland.

Jake Seidenberg, ILR graduate assistant, spent his vacation at his home in Philadelphia visiting friends and writing a term paper.

Ed Field, ILR graduate assistant in Extension, spent a few days at his home in Richmond, Virginia during Spring vacation.

Madeline Grover, secretary to Professor Jehring, had quite a tale to tell when she returned from a three-day visit to New York City. Although armed with a round-trip plane ticket via Robinson Airlines, the early morning flight was cancelled and she was unable to take the next plane because of lack of space. Finally, she caught a noon plane from Syracuse and arrived only a few minutes late for the matinee of "Mr. Roberts". Madeline packed a lot into her brief stay. She saw the new movie "Little Women", Sonja Henie's Ice Show, and performances of Guy Lombardo's and Vincent Lopez's orchestras. Lopez's orchestra was playing at the Hotel Taft where she stayed.

Bob Raimon made the local paper recently when he had to turn in a fire alarm to get the fire company to put out a fire in the front seat of his car. He lit a match to look for a bolt under the front seat. The fire quickly got out of hand and burned the front seat badly. He is now awaiting action by the insurance company to get the seat reupholstered.

Anne Kingston's sister who is living in California, reports that she recently visited Joan and Ralph Schmidt's home in Lawndale. The Schmidt's have recently moved to a new house. Joan was formerly chief of the Instructional Materials Lab.

Eleanor Goodman of the Student Personnel Office, recently visited her brother and his family in Port Jervis, N.J. She arrived home, only to become ill for three days before returning to work.

Bessie Pommer, ILR Circulation Librarian, will be leaving the ILR School next summer. Bessie's husband, Henry, who at present is with the English Department at Cornell, has accepted a position with the English Department at Allegheny College in Meadville, Pennsylvania. Bessie, who came to the School in February, 1946, is one of the original staff members.

Lois Remmers, Graduate Assistant in Human Relations, spent the recent holidays with her family in Indiana.

Vivian Nicander, Editorial Assistant, spent a few days at her home on Long Island recently. While there, she celebrated her birthday. She, as well as Madeline Grover, reported difficulties in reaching New York via plane, because of the fog.

Leone Eckert, Research Associate, went smelt fishing while visiting in Seneca Falls recently. Although only three fish were caught by the entire party, Leone distinguished herself by slipping off the bank into the creek, getting her boots full of water.

Bernie Naas, Assistant School Librarian, also engaged in smelt fishing in Taughannock Creek. His excuse for getting only a small catch is that the smelt are not yet running.

John Slocum, on a recent visit to Corning, stopped in at the American Legion and put a nickel in the slot machine. He had turned to walk away when - bingo - he was richer by \$5.00. When queried as to what he was going to do with the money, he replied that he had already spent most of it treating the crowd.

WOMEN OF THE WEEK

Participants at the recent Institute for Administrators in Social Security and Related Fields, were so impressed by the hospitality of the ILR School, they made a gift, with their thanks, of forty dollars for the increased comfort of faculty and staff. Much of the credit for this hospitality goes to Professor Eleanor Emerson and Mary Martha Ryan, who engineered the mechanics of the Institute.

Professor Emerson, local field representative of the Extension Division, was employed as Director of Labor Relations with the Rockwell Manufacturing Company of Pittsburgh before coming to Cornell. She served as field representative for the U.S. Department of Labor, was Director of Adult Education and Recreation for the State of Pennsylvania, worked with the Y.W.C.A. and various community centers, and was a member of the staff of the American Junior College, Athens, Greece. She hails from Buffalo. A Vassar girl, she likes good movies and mystery novels, cooking, Greek archeology, picnics, hiking, and birding.

Mary Martha Ryan is fresh out of college, Mount Holyoke to be exact, where she majored in economics and sociology and minored in psychology. She is now in charge of the Extension Division's new contact file. She likes to play bridge and the piano and she says she is interested in the study of Greek poetry and amoebae (male species).

During the recent Institute, Professor Emerson and Miss Ryan were responsible for room reservations, Institute accommodations, travel reservations, and arranging for all the other conveniences that make a visitor's stay pleasant. Both received commendation from Dean Catherwood for their excellent work.

EXTENSION DIVISION

74 ITHACANS ENROLL IN COURSE IN GROUP DISCUSSION METHODS;
LARGE ATTENDANCE NECESSITATES ADDITIONAL CLASS

An unprecedented enrollment of 74 Ithacans at the first session of the course in group discussion methods currently offered at Ithaca High School by Cornell University's School of Industrial and Labor Relations, has necessitated an additional class. The new arrangement, decided upon by vote of the course participants, establishes a new class to meet on Monday evenings which will cover the same material presented at the continued original Thursday evening class.

The course, taught by Mr. C. S. Angell of Cornell University's Speech Department, provides instruction in speaking, listening, conference discussion, parliamentary procedures, committee leadership. Special emphasis is placed upon the use of these skills and tools in Joint Discussions by Labor, Management, and the Community, Labor-Management Committees, Industrial Conferences, Negotiating, Foremen's Conferences, and Union Meetings. The course is presented as a public service of the New York State School of Industrial and Labor Relations.

EXTENSION DIVISION OPENS NEW WORKSHOP IN TROY

Mrs. Helen N. Neil, reporter and feature writer for the Albany "Times-Union, began instructing a new eight-week workshop in "Effective Methods of Written and Spoken Communication in the Field of Industrial and Labor Relations" on March 30 under the sponsorship of the IIR Extension Division. The Workshop, designed for members of Local 314, Amalgamated Clothing Workers of America CIO, places emphasis upon the development of good public relations in the union to promote better understanding among labor, management, and other community groups. The sessions, meeting on Wednesday evenings at 7:30, will continue until May 18. Certificates of attendance will be awarded.

NEW COURSE IN DEVELOPING EFFECTIVE HUMAN REL TIONS OFFERED AT RENSSELAER

A special course in "Developing Effective Human Relations" for stewards and committeemen of Local 61, International Chemical Workers, AFL, was opened in Rensselaer, N.Y. on March 28. The classes, taught by Dr. James Melville Porter, Associate Professor of Psychology at the Rensselaer Polytechnic Institute, will extend through June 6.

DISCUSSION GROUP FOR COMPANY SUPERVISORS AND UNION OFFICIALS OFFERED AT TROY

A six-week discussion group in the "Role of the Foreman and Steward in Industrial and Labor Relations" is currently being conducted for supervisors of the General Aniline Works Rensselaer plant and officers and stewards of Local 227, International Chemical Workers, AFL. The discussion group began meetings at the Rensselaer plant in two sections on March 30 and April 1. Instructor is Mr. W. F. Spafford, Head of Department of Management, Economics, and History at Rensselaer Polytechnic Institute.

PROFESSORS MCKELVEY AND JEHRING WILL SPEAK

AT ITHACA LABOR-MANAGEMENT SEMINAR

On April 20th Professor Jean T. McKelvey will speak on "Labor Management Relations and Legislation" at the Ithaca Labor-Management Seminar conducted currently for the general public of Ithaca at the IIR School Wednesday evenings from 7:30 to 9:30 P.M.

On April 27th, Professor J. James Jehring will conclude the five-week series with a discussion of "The Use of Films in Developing Better Understanding".

EXTENSION DIVISION RESPONDS TO OSWEGO REQUESTS
WITH LECTURE-DISCUSSION SERIES

At the request of the Chamber of Commerce, the Industrial Association, the State Teachers College, the CIO United Steelworkers of America, and the AFL United Trades and Labor Assembly of Oswego, the Extension Division is currently presenting a series of four lecture-discussions on industrial and labor relations to the general public of Oswego and vicinity. At the opening session, March 30, Professor Ralph N. Campbell spoke on "Industrial and Labor Relations". Professor Alpheus W. Smith addressed the April 6 meeting on "Some Psychological and Social Factors in Industrial Relations". Professor Vernon H. Jensen will speak on "The Public's Interest in Collective Bargaining" on April 27. The subject of Professor John N. Thurber's May 4 talk will be "Some Aspects of Current Labor Legislation".

EXTENSION DIVISION INITIATES PROGRAM FOR SYRACUSE TEACHERS

A series of three educational discussions on public employment has been initiated by the Extension Division at the request of Syracuse Local 905, American Federation of Teachers, AFL. The discussions, begun on April 4, are conducted as part of the regular Local 905 monthly meetings at the Hotel Syracuse. At the first meeting, Professor John Thurber spoke on "Highlights in the History of the American Labor Movement with Special Attention to Development of Teachers Organization." The May discussion will deal with the position of the government as an employer. The third and last discussion in June will cover public employment policies, the extent of collective bargaining, union recognition, wage setting, arbitration in relations between government and organized government employees.

NEW COURSE OPENS AT SENECA FALLS

A new course, "Training for Shop Stewards and Grievance Committeemen", was opened for Local 3298 of the United Steelworkers of America, CIO in Seneca Falls on March 29. Mr. Nelson N. Foote of Cornell's Department of Sociology and Anthropology will teach all six weekly sessions which meet in two sections to accommodate night shift workers. The course is devoted to problems in the day-to-day administration of the union contract in a plant where relations between management and union have matured over a period of four years and where the union seeks progress in competence in the exercise of its rights and responsibilities under the contract. Mr. Hamilton Garnsey, Jr., Vice President and Plant Manager of Gould's Pumps, Inc., assisted in the arrangements.

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MISS MARY DONLON WILL SPEAK MONDAY AT WILLARD STRAIGHT;
PUBLIC IS INVITED TO HEAR LECTURE ON NEW YORK STATE'S DISABILITY BENEFITS ACT

Dean M. P. Catherwood of the New York State School of Industrial and Labor Relations urges all interested people to hear an explanation of the New York State Disability Benefits Act by Miss Mary Donlon, Chairman of the New York State Workmen's Compensation Board, at Cornell University on Monday, May 2nd.

The public lecture, sponsored by the Cornell Industrial and Labor Relations School, will be held in Willard Straight Hall at 3:30 P.M.

"The lecture is not a debate of issues, but an explanation of the Act and an attempt to see what the Act means to employers and employees in terms of administration", states Dean Catherwood in announcing the lecture. "It will be concerned with a presentation and discussion of the provisions, administration, and requirements of the new state law."

The possibility of Disability Insurance has been discussed in New York State since the passage of the Workmen's Compensation Act in 1915. During the last three years, approximately 75 various bills have been introduced in the Legislature concerning disability benefits. The present bill was developed and sponsored by Assemblyman Lee B. Mailler and Senator William F. Condon. It was passed by the Legislature in March 1949.

There are three other states with Disability Benefits Laws. Rhode Island passed a law in 1942, California in 1946, and New Jersey in 1948.

The administration of the Mailler-Condon Disability Benefits Act will be under the Workmen's Compensation Board. Miss Donlon, Chairman of the New York State Workmen's Compensation Board since 1945, is a member of the Board of Trustees of Cornell University and of the Advisory Council of the New York State School of Industrial and Labor Relations. She is also a member of the Executive Committee of the International Association of Industrial Accident Boards and Commissions, and a Council member of the United Nations League of Lawyers.

ALUMNI MEET IN NEW YORK CITY

ILR alumni of the Metropolitan area held a dinner meeting at the Bonat Cafe on West 31st Street, New York City last Saturday, April 23rd. Twenty-eight were present including Mr. Donald Shank, former Director of Student Personnel and now Acting President of the Institute for International Education. Alumni Association President William McMillan presided.

DR. GRAHAM TAYLOR IS ENGAGED IN FIELD WORK AT EASTMAN KODAK

Dr. Graham C. Taylor, fellow in Industrial Psychiatry in the Department of Human Relations, is spending the next few months at the Eastman Kodak Company in Rochester under the direction of Dr. Ralph Collins, Company psychiatrist. Dr. Taylor is now engaged in the field training phase of the industrial psychiatry program which includes two semesters of work at Cornell and the remainder of the two-year period in the industrial field. At Eastman Dr. Taylor is working as a psychiatrist in the medical department, observing, and in some instances, participating in other personnel activities of the Company. Dr. Taylor spends Tuesdays through Fridays each week at Eastman and part of each Monday at the Cornell Medical Clinic.

JACK SHEINKMAN, ILR SENIOR, TO ATTEND SUMMER SCHOOL IN ENGLAND

Jack Sheinkman, ILR senior, has been granted a scholarship to attend the British University Summer School at Oxford University, England this summer. Jack plans to take courses in Economics at the summer school which runs from June 15 to September 1. According to Jack, two other students from Cornell will also attend the session at Oxford.

HERBERT HUBBEN ELECTED VICE PRESIDENT OF UNIVERSITY GRADUATE STUDENT BOARD

Herbert Hubben, ILR graduate assistant, was recently elected vice president of the Cornell University Graduate Student Board. In June he will automatically become president. Herb is the ILR School representative on the University Board.

PROF. BEACH WILL SERVE AS PANEL CHAIRMAN
AT CONFERENCE OF INDUSTRIAL ARTS INSTRUCTORS

Professor C. Kenneth Beach of the ILR faculty will take part in the Annual Spring Conference of Western New York Industrial Arts Instructors at the State Teachers College at Buffalo this coming Monday. He will serve as Panel Chairman of the discussion "What Does Industry Expect of Industrial Arts in the Education Program", and will be a member of the Graduate Education clinic which is organized to determine graduate education needs.

JOHN GALE, ILR SENIOR, EXPLAINS SCHOOL'S PURPOSE
TO MEMBERS OF RUTLAND, VERMONT ROTARY CLUB

The belief that understanding between management and labor can be taught in Schools was expressed yesterday by John M. Gale, ILR senior, in an address to members of the Rutland Rotary club on April 4th. Gale spoke at the club's weekly luncheon meeting at the Hotel Berwick.

Before discussing the divisions of the School, Gale gave a brief sketch of the background, stating that it was founded in 1944 by the New York State Joint Legislative Committee on Industrial and Labor Conditions. "The School's avowed purpose," Gale said, "was to promote mutual understanding between labor and management through education."

In conclusion, Gale summed up by saying that "through the sharing of experience orally in conferences and classroom session, verbally through pamphlets, articles, and other publications, through the dissemination of information through library, and extension service, and through a research program which seeks to establish a scientific basis for mutual understanding, this School is answering the question of whether education can promote industrial understanding affirmatively."

The Rutland "Daily Herald" carries a half-column article on Gale's talk.

PROF. MCCONNELL ANNOUNCES NEW GRADUATE ASSISTANTSHIPS
TO INCOMING STUDENTS

Professor McConnell has announced that the following new graduate assistantships have been awarded to incoming graduate students for the coming summer and fall: Theron Fields - a graduate of Wesleyan, psychology major; has had four years' experience with Goodyear Tire and Rubber and a year with Shell Oil.

Charles Franke - a graduate of the Wharton School, University of Pennsylvania; was with the American Arbitration Association for 1½ years.

H. A. Landsberger - graduate of the London School of Economics.

S. A. Richardson - graduate of Harvard University with a major in Social Relations; has been in Merchant Marines with a shipmasters' license and has done research field work.

Edward V. Rittenhouse - graduate of Boston University; has had experience as a statistical clerk, and as a clerk in the Civil Service Commission.

L. R. Salkever - graduate of the University of Pennsylvania; has taught at Associated Colleges and done analytical work for the War Labor Board.

J. C. Vadakin - graduate of Dennison University with Master's from the Harvard School of Business Administration; has taught economics at the University of Miami.

Edward D. Wickersham - graduate of University of Illinois and Princeton; has had experience in a retail shoe store; taught accounting and economics at Lehigh and Moravian.

William R. Young - graduate of the University of Kentucky where he majored in Economics; worked as a machine tool operator in American Tool Company, and as Reading Assistant in Economics at the University of Kentucky.

PROF. NEUFELD ADDRESSES GRADUATES OF EXTENSION COURSE IN ROCHESTER

Professor Maurice F. Neufeld addressed the 80 graduates of the Extension Division's eight week course in Amalgamated Hall, Rochester on April 8. The courses for which completion certificates were issued included Parliamentary Law and Public Speaking, American Labor History and Social Legislation. Professor Ralph N. Campbell, Director of Extension, presided at the graduation exercises, and Robert A. Levin of the Amalgamated Clothing Workers and Abraham Chatman, manager of the Rochester Joint Board, also participated in the program.

PROF. MCCARTHY SERVES AS PANEL MEMBER IN SYMPOSIUM FEATURING ELMO ROPER

Professor P. J. McCarthy of the ILR faculty was a panel member at the final symposium series on the American agencies of mass communication which featured an address by Elmo Roper on April 19.

Elmo Roper is President of the International Public Opinion Research Inc. and Director of Research for the Fortune Survey of Public Opinion. Other panel members were Dr. F. A. Pearson of the Department of Agricultural Economics, Dr. C. L. Rossiter, assistant professor of Government, and Dr. E. A. Suchman, assistant professor of Sociology.

Professor McCarthy did his undergraduate work at Cornell and received his Ph.D. from Princeton. Before coming to the ILR School he was on the staff of the Department of Sociology and Anthropology at Cornell. Prior to that he was assistant to Professor F. F. Stephens, working on Studies of Sampling for the National Research Council. He is the author of several publications, among which is "Estimating Population Proportions" published by "Public Opinion Quarterly."

DEAN CATHERWOOD POINTS OUT FOUR MAJOR CONTRIBUTIONS EDUCATION CAN MAKE TO IMPROVED LABOR-MANAGEMENT UNDERSTANDING

Speaking before the Economic Club of Detroit recently, (April 14), Dean M. P. Catherwood stated that education could make four important contributions to improved labor-management understanding.

"Although educational institutions can supply only part of the total effort required for improved labor-management relations", Dean Catherwood said, "there are substantial contributions which education can make to improved understanding in the field of industrial and labor relations.

"Education can enlarge the area of common agreement between labor and management by the honest, unbiased investigation and evaluation of facts and problems in industrial and labor relations.

"Education can help in developing an understanding of human motivations and of how these fundamental drives can be satisfied in the kind of a world in which we live.

"Education can contribute to the development of increasingly responsible leadership at all levels in labor, business, and government.

"Education can contribute to that recognition of mutual rights and responsibilities essential not only in labor-management relations, but also to the survival of our American way of life."

Dean Catherwood was formerly Commissioner of Commerce for the State of New York under both Governors Herbert H. Lehman and Thomas E. Dewey. While Commissioner of Commerce, he served as Chairman of the Governor's Advisory Committee on Technical Industrial Development, as Chairman of the Governor's Reconversion Service Agency, and as a member of the Postwar Public Works Planning Commission, the New York State Veterans Advisory Commission, and the New York State Commission on Building and Development. Prior to his appointment as Commissioner of Commerce, Dean Catherwood was Professor of Public Administration at Cornell University.

PROFESSOR ESTEY WILL BE GUEST OF CHRYSLER CORPORATION JUNE 6-17 AT CONFERENCE OF BUSINESS MANAGEMENT

Professor Marten S. Estey of the ILR faculty has been invited to be a guest of the Chrysler Corporation in Detroit to participate in a Conference of Business Management from June 6 to 17. A group of 15 to 20 young men from various schools and colleges in the country who are industrial relations instructors and who have chosen teaching as a career, have been chosen to be guests of Chrysler.

According to Mr. Harbison of Chrysler who arranged this program, the purpose of the conference is to create a better understanding between those who teach the theories of economics and those in business. During the course of the two-week visit, Chrysler will endeavor to acquaint its guests with how Chrysler's affairs are conducted, let them see some of industry's problems first-hand, and provide opportunities for discussion.

Professor Estey began his career with the U. S. Bureau of Labor Statistics. He later served as Wage Analyst with the War Labor Board and was Economic Analyst for the International Labor Division of the State Department. Prior to coming to Cornell, Professor Estey was Research Assistant for the American Federation of Labor and served on the staff of the American University.

Professor Estey is looking forward to this opportunity to observe the workings of Chrysler. He expects to undertake a definite program while at the Company plant including visits to the engineering department, the sales department, the design department, etc. in an effort to study the problems encountered in the major phases of the Chrysler Corporation.

MRS. RUBY GREEN SMITH IS AUTHOR OF "THE PEOPLE'S COLLEGES";
A HISTORY OF THE NEW YORK STATE EXTENSION SERVICE IN CORNELL

An interesting and unique chapter in the history of Cornell University has been added with the publication of a new book by the Cornell University Press. Mrs. Ruby Green Smith, author of the new book titled "The People's Colleges: A History of the New York State Extension Service in Cornell University and the State, 1876-1948", is an Emeritus Professor in Cornell University where she was State Leader of Home Demonstration Agents.

The book, published by Cornell University Press, records the story of Cornell's remarkable success in the field of extra-mural education, and contains a chapter on the history of the Extension Service of the New York State School of Industrial and Labor Relations by Phillips Bradley and Lynn A. Emerson. This account of the School of Industrial and Labor Relations' Extension Service covers the period from July 1, 1945 to August 31, 1946. Dr. Bradley was Secretary of the ILR School from October 1945 through June, 1946, Professor Lynn A. Emerson was formerly Acting Director of Extension and now heads the Department of Industrial Education at the ILR School.

From the inception of the Extension Service in 1876 when professors gave their own time and paid their own traveling expenses in order to work with the people of the state, through the Farmers' Institutes of the early days, Mrs. Smith has told the dramatic story of the growth of the Extension Service in scope, flexibility, and specialization through 1948 when it enrolled more than 200,000 students.

Many hours of writing, much research, and nearly a lifetime of memories have been put into the writing of this project to which Mrs. Smith has devoted herself since her retirement from the Extension Service in 1944. Mrs. Smith knew and worked with such leaders as Liberty Hyde Bailey, the Comstocks, H. E. Babcock, Martha Van Rensselaer, Sarah Gibson Blanding, Elizabeth Lee Vincent, C. E. Ladd, L. R. Simons, E. R. Eastman, W. I. Myers, A. R. Mann and brings to the story her vast background of knowledge and experience.

The book contains sixty-four pages of pictures, sells for \$4.75 and can be ordered through the Cornell University Press, 124 Roberts Place, Ithaca.

Mrs. Ruby Green Smith is the mother of Professor Alpheus W. Smith, Assistant Director of Extension of the ILR School. Mrs. Smith's husband, the late Albert W. Smith was Dean of Sibley College of Engineering and also at one time Acting President of Cornell. Mrs. Smith and her husband have been associated with much of the history of Cornell and with the University's Extension Service.

NEW BOOK CONTAINS ESSAY BY PROF. KONVITZ

Henry Holt has just published "Social Problems in America", edited by Professors Alfred McClung Lee and Elizabeth B. Lee of Wayne University. The book contains as one of the readings an essay by Professor Milton R. Konvitz on "The Churches and Education." The volume is a sourcebook of readings for courses in sociology.

Professor Konvitz, who teaches "Labor Law and Legislation" and "Elements of Law", began his law career with Senator John Milton. After private practice for two years in Newark, New Jersey, Professor Konvitz was General Counsel for the Newark Housing Authority, and later, General Counsel for the New Jersey State Housing Authority. He served as public representative on the National War Labor Board, and as a member of the New York University faculty. He is Special Assistant Counsel for the National Association for Advancement of Colored People. His publications have been numerous, among them: "On the Nature of Value," "The Constitution, the Alien and the Asiatic", "The Constitution and the Negro", "Constitution and Civil Rights", and "The Alien and the Asiatic in American Law."

ETHYLENE LEWIS OF ILR STAFF PARTICIPATES IN
PANEL DISCUSSION ON DISCRIMINATION

Mrs. Ethylene Lewis of the ILR staff participated in a panel discussion on "Discrimination in Teaching, Medical, Clerical and Governmental Occupations" in Barnes Hall, Wednesday evening, April 20. The discussion, which was fourth in a current forum series sponsored by the Cornell Chapter of the National Association for the Advancement of Colored People, was led by Professor Fred L. Marcuse of the Psychology Department. Other members of the panel were Dr. G. Alex Galvin, an Ithaca physician, and James L. Gibbs of the Ithaca Post Office.

PROF. BEACH WILL PARTICIPATE IN
INSTITUTE FOR PARENT-TEACHER LEADERS

Professor C. Kenneth Beach of the ILR faculty is a member of the committee in charge of arrangements for the twenty-third annual Institute for Parent-Teacher Leaders which will meet at Cornell next week. On May 3 Professor Beach will lead a symposium titled "What is the University of the State of New York: Its Organization, Functions and Philosophy?", composed of the following members from the State Education Department: Dr. Irwin A. Conroe, Assistant Commissioner for Professional Education; Dr. Henry V. Gilson, Associate Commissioner; Dr. J. Cayce Morrison, Assistant Commissioner; and Dr. Charles F. Gosnell, State Librarian.

Dr. Alvin C. Eurich, President of the State University of New York, will be a panel member in a discussion on Wednesday morning, May 4, titled "Meeting the Needs for Post High School Education in New York State."

MEMBER OF STATE ANTI-DISCRIMINATION COMMISSION VISITS SCHOOL

Mrs. Garda Bowman of the State Anti-Discrimination Commission visited the School April 21 conferring with Professors Eleanor Emerson, Milton R. Konvitz, and Leonard P. Adams.

PROFESSOR ROBERT FERGUSON DISCUSSES MONETARY POLICIES IN LECTURE
SPONSORED BY CURW PUBLIC AFFAIRS DEPARTMENT

Professor Robert Ferguson of the ILR School led a discussion of monetary policies entitled "Boom or Bust" in the Barnes Hall Lounge at 4:30 P.M. Friday, April 22.

Professor Ferguson's talk is the first in a series of three lectures under the title "Social and Economic Issues Before Congress" sponsored by the CURW Public Affairs Department.

MARY O'BRIEN WEDS RICHARD L. QUASEY

Miss Mary O'Brien, daughter of Mr. and Mrs. Richard W. O'Brien of 410 N. Aurora St., became the bride of Richard L. Quasey at 10 o'clock Monday, April 18. The Rev. Leopold Krul officiated at the ceremony held in Our Lady's Chapel Newman Oratory.

Mary graduated from Ithaca High School and prior to her marriage was employed by the Cornell Alumni Office and more recently by the ILR School as Secretary to Professor Jensen.

The bridegroom was graduated from the College of Civil Engineering at Cornell where he was affiliated with Lambda Chi Alpha fraternity, Chi Epsilon and Tau Beta Pi. He is now employed by the Phillips Drilling Company at San Antonio, Texas, where the couple will make its home.

"The Ithaca Journal" reporting the ceremony and describing Mary, stated, "the bride wore a gown of white satin with moulded bodice, high neckline and lace collar studded with seed pearls, the bodice buttoning down the front to the Empire waistline, long pointed sleeves and full skirt with train. She wore a full-length veil of Brussels lace and carried a white prayerbook topped with a white orchid and streamers of white sweet peas."

PEOPLE ARE WONDERFUL

Doris and Hal Young are the proud parents of a boy, Hal, Jr. born in Ossining, N.Y. on Monday, April 11. The mother is reported to be doing fine; the father, however, is said to be recuperating more slowly. Doris was formerly secretary to Professor Konvitz and later to Professor Adams.

Ardemis Kouzian, Extension Representative in the Albany area, spent Easter at her home in Highland Park, Michigan.

Doris Stevenson, Fiscal Officer, visited her family in Olean for a few days at Eastertime.

Mr. and Mrs. Daniel Boddie are the parents of a girl, Cynthia Lorraine, born at Strong Memorial Hospital in Rochester on Easter Sunday. Ann Boddie is a former member of the Instructional Materials Laboratory staff.

Mr. and Mrs. Niels Winge-Sorensen are the parents of a baby boy, Hans, weight 8 lbs. 14 oz, born April 14. Lola Winge-Sorensen formerly worked on collective bargaining agreements with Professor Philomena Mullady.

Paula Ross, Library Clerk, recently took a week's vacation. She spent her first week-end in New York and enjoyed it immensely. She then went on to Philadelphia to spend the rest of the time with her family.

Additional musical talent has been discovered in the Instructional Materials Laboratory. Jerry Rounds, the mailman, plays the Hawaiian guitar. He has been taking lessons for about a year.

Mary Rose Alexander, and her husband - motored in their new car Easter week-end to Mary Rose's home near Greigsville in western New York. Mary Rose is Professor Jensen's secretary.

Robert Risley, graduate assistant, is sporting a new two-tone Chevy. Lily Newberry, assistant to Miss Sutton, also reports the acquisition of a new Chevrolet.

Professor Jesse Carpenter who has been submerged in research for months, has abandoned his project for a few days to "engage in piscatorial pastimes" (fishing to the uninitiated) in his native state of North Carolina. He also plans to visit his mother near Durham.

Mr. and Mrs. William Landis are having an article published in the Spring issue of the "Law Quarterly" titled "Federal Impleader".

It is reported that Professor Konvitz is getting up early (about 5:30 A.M.) these mornings to entertain his small-son, Joseph.

Miss Florence Adams, fiancee of Professor Gardner Clark, visited in Ithaca recently. Miss Adams is at present a student at Wellesley College.

Professors Tolles, Jensen and Ferguson have joined the ranks of the Upper Belle Sherman garden club, that exclusive organization of vegetable gardeners who till the back lots above Belle Sherman School on Mitchell Street. While claiming to be ignorant of the finer points of gardening, they hope to learn by trial and error and obtain sufficient vegetables for home consumption, canning, and freezing.

Ezma Pew's parents of Kansas City, Missouri, recently visited Ezma and her husband. This was their first trip to Ithaca.

Miss Doris Sutton, Administrative Assistant, drove to New York and spent a week shopping and renewing former acquaintances.

Mrs. Joyce Bixby and her husband, spent Easter week-end at their home in Troy, Pennsylvania. About 50 relatives were gathered at Joyce's home for Easter dinner. Joyce is Professor Brooks' secretary.

Mary Martha Ryan and Ann Curran gave an engagement party for Bob Risley and Herb Hubben on Friday evening, April 22. Bob and Herb each received a rolling pin and a shot glass. According to Herb, any further contributions will be gratefully accepted.

Coach Andy Crocchiolo's baseball team has been rained out twice this season. As a result, the IIR team has an undefeated season thus far. Andy is coach, manager and trainer of the team.

WOMAN OF THE WEEK

Anne Dimock, obliging and capable secretary to Arnold Hanson, occupies the first desk in the Office of Student Personnel. In her front-line position, she bears the brunt of the students' daily attack with such questions as: "How can I get into the School?", "Has anyone turned in an Economics textbook?", and "May I use your typewriter for a minute?"

Anne came to the School in April 1947 and until May of 1948 was secretary to Professor Beach.

Prior to taking up her duties in the IIR School, Anne worked in San Francisco, as secretary to the head of the Salvation Army for the Western States and Hawaii. A native of Los Angeles, Anne lived in San Francisco and vicinity during most of her pre-Ithaca life.

Anne lives with her brother and family, including three small nieces and nephews. Her brother is A. W. Dimock, Professor of Plant Pathology in the College of Agriculture.

Most of Anne's leisure time is spent in knitting and making doll clothes for her small niece.

Anne is planning an exciting month-long adventure in June. She will fly to Honolulu to visit relatives and then spend a week in California before returning to Ithaca. Leaving Ithaca on June 10, she will be in Honolulu 24 hours later.

EXTENSION DIVISION

EXTENSION DIVISION INITIATES WHITE COLLAR WORKER COURSE IN BUFFALO

"Current Trends in Employment, Salaries, and Legislation Affecting White Collar Workers", a new course for the Business and Professional Department of the Y.W.C.A. was opened in Buffalo on April 12. Buffalo field representative, Mrs. Lois Gray, serves as discussion leader for the sessions which will continue until May 17.

Guest resources are being utilized in covering the wide range of subject matter. Mr. William Worrell of the New York State Employment Service spoke on "Employment Trends" at the first session. A management spokesman has been invited to speak on "Employment Opportunities". Mr. Merton Ertell, Assistant Dean, University of Buffalo School of Business Administration, has been invited to speak on "Wages and Cost of Living" and Mr. Leo Rose, Mediator, New York State Board of Mediation is expected to speak on "Employee Relations". Social security and protective labor legislation will also be covered by Mrs. Gray.

FIVE NEW COURSES OFFERED BY EXTENSION DIVISION IN NEW YORK CITY

Five new extension courses have been opened in New York City since April 11. On that date, two classes held their first meetings. One is a special course, "Speaking and Listening Techniques for Maintaining Democratic Action", taught by Women's Personnel Club member Alice Rice Cook at the New York State Building for Local 3, International Brotherhood of Electrical Workers. The other course, developed for the same union audience, is taught by Louis Yagoda of the New York State Mediation Board. It is "Our Union and Its Public Relations".

A course for Local S-1, Macy's Department Store Employees Union, in "Grievance Procedure", began April 12th. It is taught by Alfred Giardino of the New York State Mediation Board.

Dr. Whit Brogan of the Center for Union Relations is teaching "Human Relations in Industry" for the Club of Printing House Craftsmen. The new course, which began April 12, is being given at the New York Building Trades Club.

"Grievance Procedure" is the title of the new course begun April 18 for Local 153, Office Employees International Union, AFL. It is being taught by Walter Maggiolo, Commissioner of Conciliation, Federal Mediation and Conciliation Service.

PROFESSORS MCKELVEY AND JEHRING ADDRESS

LABOR-MANAGEMENT SEMINAR AT ITR SCHOOL

Professor Jean T. McKelvey addressed the Wednesday, April 20 meeting of the Ithaca Labor-Management Seminar sponsored by the Extension Division on the subject, "Labor-Management Relations and Legislation". Dr. McKelvey used two recent questionnaires, one published by a company, the other by a union, to illustrate how questionnaire wording can predetermine the results of public opinion polling.

A discussion of the "Use of Films in Developing Better Understanding" by Professor J. James Jehring on April 27th concluded the five-week series.

PROF. SMITH ADDRESSES GROUP AT ENDICOTT

On April 26th, Professor Alpheus W. Smith of the School spoke before the Triple Cities Association of Credit Men at Endicott, N.Y. on "Adam and Eve and the Atomic Bomb".

NEW YORK PERSONNEL MANAGEMENT ASSOCIATION PLAYS HOST TO ILR SCHOOL;
DEAN CATHERWOOD AND PROFESSORS MCKELVEY AND CAMPBELL FEATURED ON PROGRAM

Professor Jean T. McKelvey was the principal speaker on the subject, "Current Proposals in Labor Legislation" at commencement exercises in New York City Monday, April 25th for five classes recently given for the New York Personnel Management Association by the Extension Division of Cornell's School of Industrial and Labor Relations.

Professor Ralph N. Campbell, Director of Extension at the New York State School, presided at the exercises and Dean M. P. Catherwood presented the certificates of attendance.

The Association played host to the Cornell School of Industrial and Labor Relations in recognition of the five seminars the School offered the Association during February and March. The dinner and exercises were held at the Columbia University Club.

The principal speaker, Dr. McKelvey, is an associate professor at the School of Industrial and Labor Relations and a well-known arbitrator. She is a member of the Board of Trustees of Wellesley College of which she is a graduate. Prior to coming to Cornell, she taught at Sarah Lawrence College and the University of Rochester. Professor McKelvey reviewed current proposals for labor legislation and discussed trends in collective bargaining.

PROTECTIVE LABOR LEGISLATION SERIES BEGINS AT NIAGARA FALLS

A series of lecture-discussions on protective labor legislation for the Niagara Falls Federation of Labor was opened on April 22. The five session series will include discussions of the provisions of Child Labor, Minimum Wage, Hours, Safety and Health Legislation as related to construction and industry. Resource experts on applicable laws are being supplied by the New York State Department of Labor.

PROF. DIXON DISCUSSES TRIPARTITE LABOR BOARDS
IN NEW ISSUE OF "REVIEW"

"One of the unique contributions the National War Labor Board made to the growing body of data in the field of labor-management relations resulted from its experience as a tripartite organization. Under this arrangement representatives of labor, management, and the public were given equal voting strength on a board that had semi-compulsive powers in regard to labor disputes." This is the opening statement made by Robert G. Dixon, Assistant Professor of Government and Politics at the University of Maryland, in his article entitled, "Tripartitism in the National War Labor Board." The article appears in the April issue of the "Industrial and Labor Relations Review", the quarterly publication of the ILR School.

Professor Dixon states, "The major reason for resorting to the tripartite form in the creation of the NWLB, instead of relying on the all-public type of organization customary in other federal agencies was, undoubtedly, that tripartitism is better adapted to fostering voluntary cooperation. The approach to war-time labor relations adopted by the government was, in large part, one of industry-labor self-policing under the 'no-strike, no-lockout' pledge, with public representation added to insure that there be no deadlocks."

Professor Dixon states, "It is hazardous to venture a judgment as to the ability of tripartitism in a peacetime labor agency. In the nature of tripartite board, a decision can be reached only by the public members siding with one partisan or the other. There can be no purely 'public' decision. This fact alone would appear to argue strongly against the use of tripartitism as the mold for a permanent national administrative agency. The use of tripartitism on an advisory rather than a decisional basis is, however, a fruitful device which may well receive further exploration", concludes Professor Dixon.