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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.

THIRD ANNUAL PLANT TRAINING DIRECTORS CONFERENCE OPENS TODAY AT WILLARD STRAIGHT

This morning Professor Ralph N. Campbell, Director of Extension, will open the Third Annual Conference of Plant Training Directors being sponsored by the New York State School of Industrial and Labor Relations at Cornell University. The theme of the Conference is "Evaluating Industrial Training Programs."

Dean M. P. Catherwood will welcome members to the Conference. Participating in the opening panel on "Factors in Evaluating Industrial Training Programs" will be Mr. Allen B. Gates, Director of Training, Eastman Kodak Company, Rochester; Mr. C. T. Schrage, Employment Engineer, New York Telephone Company, New York City; Mr. K. C. Wallender, Supervisor of Training, General Electric Company, Schenectady; and Dr. Charles T. Klein, Director of Public Employee Service Training, New York State Civil Service, Albany.

Chairman of workshop sessions held today and Friday are: Lynn A. Emerson, Professor of the New York State School of Industrial and Labor Relations; Cecil G. Garland, Training Director, Corning Glass Works, Corning; and Frank H. Welsh, Head of the Division of General and Vocational Education, International Business Machines Corporation, Endicott.

John M. Brophy, Professor of the New York State School of Industrial and Labor Relations, will chairman tomorrow's session, and conclude the Conference, speaking on the subject, "Looking Ahead in Industrial Training." Ralph E. Mason, Chief, Employee Relations of the Standard Oil Company, New York City will speak on "The Value of Attitude Surveys in Measuring the Effectiveness of Training."

Among those attending the Conference are:

Albany

John J. Sandler, Director of Apprentice Training, State Department of Labor.

Binghamton

James W. Chapman, Supervisor of Training, ANSCO; Harold B. Christian, Evaluator On-the-Job Training, Department of Labor; Joseph J. Lucey, ANSCO.

Buffalo

A. W. Haubold, Service Superintendent, E. I. DuPont Company.

Elizabeth, New Jersey

Lincoln Holroyd, Esso Standard Oil Company.

Elmira

Ray E. Gould, Thatcher Glass Manufacturing Company.

Ithaca

J. Stewart Hope, Production Manager and Director of Personnel, Ithaca Gun Company; Richard Pollock, Personnel Director, Allen-Wales Adding Machine Corporation.

Lockport

Harry E. Jackson, Supervisor of Training, Harrison Radiator Division of General Motors Corporation

Massena

Leroy A. Dunbar, Director of Plant Education, Aluminum Company of America.

New York City

Arba K. Alford, Jr., Standard Oil Company; W. T. Bannerman, Jr., American Telephone and Telegraph Company; L. J. Brennan, Director of Training, Johns-Manville Corporation; Gerald A. Busch, Assistant Manager of Training, Socony-Vacuum Oil Co., Inc.; R. R. Faller, Ethyl Corporation; Ralph E. Hartwig, Training Coordinator, Johns-Manville Corporation; Sterling W. Mudge, Supervisor of Training, Socony-Vacuum Oil Co., Inc.; Charles P. Piper, Co-ordinating Evaluator On-the-Job Training, Department of Labor.

Niagara Falls

Glenn C. Hopkins, Training Supervisor, Moore-Business Forms, Inc.

Olean

Paul J. Kases, Personnel Manager, Clark Brothers Company.

Rochester

Frank J. Fessenden, Director of Training, Kodak Park Works, Eastman Kodak Company; George L. Green, Bureau of Apprenticeship, United States Department of Labor; Nathaniel D. Hubbell, Assistant Director of Training, Eastman Kodak Company, Mark E. Johnson, Educational Director, Harper Method; Ernest W. Thomas, Director of Training, Camera Works, Eastman Kodak Company.

Syracuse

Marcy J. Bower, General Supervisor of Safety and Training, Central New York Power Corporation; Salvator J. Ciciarelli, Director of Industrial Relations Department, Manufacturers Association of Syracuse; Orville S. Osborne, Training Coordinator, Central New York Power Corporation.

PROPERTY OF LIBRARY
NEW YORK STATE SCHOOL
INDUSTRIAL AND LABOR RELATIONS
CORNELL UNIVERSITY

PROF. ADAMS ANNOUNCES FORTHCOMING PUBLICATION OF SIX NEW BULLETINS AND TWO BOOKS

Professor Leonard P. Adams, Director of Research, announces the following schedule of publications:

Research bulletins:

Bulletin #1, "Training in New York State Industries", by Professor John M. Brophy. Condensation of his Ph.D. thesis. Available in July.

Bulletin #2, "Apprenticeship in Western New York State", by Edward B. VanDusen. Condensation of his Ph.D. thesis. Available in July.

Bulletin #3, "Welfare Collective Bargaining in Action", by Morris Sackman. Condensation of his Master's thesis. Available in August.

Bulletin #4, "Union Security and the Taft-Hartley Act", by Horace Sheldon. Condensation of his Master's thesis. Available in August.

Bulletin #5, "Democracy at Work - Combating Discrimination in Employment", by Felix Rackow (A student in the Government Department at Cornell). Condensation of his Master's thesis. Available in September.

Extension bulletins

Extension bulletin #2, "Our State Safety and Health Laws" by Lois Gray, Extension Area Representative of Buffalo (In preliminary draft stage).

Books:

"Heritage of Conflict" by Professor Vernon H. Jensen. A study of union efforts to organize workers in the non-ferrous metals industry, principally in the Rocky Mountain region. Now at the Cornell University Press.

"Employers' Associations in Metropolitan New York", by Professor Jesse C. Carpenter. Now at the Cornell University Press.

These books are the first to be printed in the School-sponsored Industrial and Labor Relations series.

LYNN EMERSON RETURNS FROM 3-MONTH TOUR OF U.S.

Professor Lynn A. Emerson, head of the Department of Industrial Education, has returned to Ithaca after a 3-month jaunt across the country. Professor and Mrs. Emerson covered 12,500 miles and he visited 65 industrial and technical schools and junior colleges. In commenting upon these schools and colleges, it was Professor Emerson's observation that the name of a school means little or nothing. One has to visit a school and study its program in order to evaluate it properly. Everywhere he went, Professor Emerson stated he was impressed with the friendliness and cooperation of the faculty and staff. They made a special effort to show him the work of the schools as well as the local points of interest. He found the weather beautiful, accommodations plentiful, and he picked Texas as the place where you can get the most for your money. In his travels Professor and Mrs. Emerson visited Grand Canyon, Yosemite and Mt. Ranier. The 12,500 miles were covered without a single flat tire.

DR. LEIGHTON AND FAMILY SPEND SUMMER IN IRELAND

On June 11th, Dr. Alexander H. Leighton, head of the Department of Human Relations, flew to Ireland with his family to spend the summer. The Leightons plan to visit relatives in both Southern and Northern Ireland where Dr. Leighton lived for a time as a boy. Dr. Leighton plans to spend a week in London where he is doing some work with the Tavistock clinic.

ILR STAFF ASSIST IN ABELSON COLLECTION

Professor Jesse Carpenter, Bradford Shaw, Reference Librarian, and Richard Allaway, graduate assistant, were in New York recently preparing the Paul Abelson collection for shipment in Ithaca. There was a total of 17 cartons containing priceless documentary arbitration materials collected by Dr. Abelson over a period of 25 years. Professor Carpenter conferred with Dr. Abelson preparatory to using the material as the basis for a research project. He will work on this collection after it is placed in the ILR library.

VIVIAN NICANDER IS AUTHOR OF STYLE MANUAL

Vivian Nicander, Editorial Assistant, has written a "Style Manual" for graduate students. The manual, containing suggestions on form, style, and layout for the writing of theses, will be available in mimeographed form by September, and in printed form at a later date. It will also be helpful to undergraduates and graduates as a guide to writing footnotes and bibliographies for term papers.

PROFESSOR MARY MARQUARDT TO PURSUE GRADUATE STUDIES

Professor Mary Marquardt of the ILR School has returned to Urbana, Illinois to pursue studies toward her Ph.D. degree at the Graduate School of the University of Illinois. Prior to coming to the ILR School she served on the faculty of the University of Detroit; St. Ambrose College, Davenport, Iowa; College of Mt. St. Vincent, Riverdale, New York; University of Illinois, and Mundelein College, Chicago, Illinois. She was Economic Analyst for the U.S. Department of Commerce, Bureau of Census, Washington, D.C., and a Research Associate for the U.S. Navy and Harvard University, Underwater Sound Laboratory at New London, Connecticut and Cambridge, Massachusetts.

EDUCATION GRADS WIN OVER ILR GRADS

On Friday, June 3, Alumni Field was the scene of a close win of 10 to 9 by the School of Education graduates over the ILR graduates. Umpired by Jake Seidenberg, the game was tied at several points and it was only in the last inning that the ILR team was finally defeated. The ILR line-up was as follows: Jack Oster at first base, Andy Crocchiolo at second base, Michael Puchek at shortstop, Bud Ciluffo third base, Bob Raimon center, Jerry Ottoson and Berney Naas pitchers, Bill Zimmerman right field, Don Cullen center field, Virgil James left field, and Fil Foltman short center.

JACK CULLEY REPORTS FROM ALLEGHENY COLLEGE

Jack Culley, former ILR graduate student and now Assistant Professor of Economics at Allegheny College, reports as follows to Jake Seidenberg: "The semester has come to a grinding halt and I now find that I have time to answer my correspondence properly...Many thanks for adding my name to the mailing list for FOI. It gives me a lot of pleasure to follow the progress of the people and of the School. I read it thoroughly myself and pass it on to other members of the Economics Department...Not much here of news except for my new Jeep Stationwagon. Traded my motorcycle in for it at Easter time. I'm amazed at the mileage it gives and the carry capacity - seven people without crowding. We could have used it to good advantage in Ithaca. If I decide to go on for a doctor's degree, we can put the buggy to good use.

"The seminar in personnel management that is to be conducted at ILR this summer sounds mighty interesting to me and I have been telling my graduating seniors about the school; so you people may have some inquiries from down this way. A couple of my boys are definitely enrolled in the law school for the fall. Best regards to all."

VE OWENS, JUNE GRADUATE, ACCEPTS POSITION WITH YORK CHAMBER OF COMMERCE

Dave C. Owens, ILR June graduate, has been appointed Assistant Secretary of the York, Pennsylvania Chamber of Commerce. A native of Lowville, N.Y., Dave has had valuable newspaper experience as a reporter, having worked for three newspapers in New York State, as well as the United Press and the Associated Press. He has also been associated with the Morse Chain Company of Ithaca, N.Y., assisting in Personnel Administration and Employee and Public Relations, and edited the Morse Chain house organ, "The Echo". Dave is married and has two children.

The 1948-49 Annual Report of the York Chamber of Commerce has this to say about Dave: "In considering the appointment of an assistant secretary, the Board wanted a man of youth, vigor, mental capacity, top educational training and practical experience in the business world. Several candidates were interviewed and the choice finally settled on David Owens. The Chamber can use him to good advantage."

LYNN HECHT DEPARTS TO POUGHKEEPSIE

Lynn Hecht, ILR instructor, is leaving with her husband to live in Poughkeepsie, N.Y. Mr. Hecht, a June graduate from the Department of Animal Husbandry, has accepted a position as farm placement representative with the New York State Department of Placement and Unemployment Insurance. Lynn was a June 1948 graduate of the ILR School and taught ILR 45, "Personnel Management", this past semester.

BETTE CLARK BECOMES CIRCULATION LIBRARIAN

Bette Clark has recently assumed the duties of Circulation Librarian in the ILR library, the position formerly held by Bessie Pommer. Bette's husband, Will, has been appointed Assistant Professor in the newly created Department of Conservation in the College of Agriculture. Will recently completed his Ph.D. degree in Conservation Education. A native of Rochester, N.Y., Bette attended secondary schools in Rochester and graduated from Cornell University.

RICHARD DEAN'S ARTICLE APPEARS IN "PERSONNEL JOURNAL"

An article by Richard Dean on "The Requirement of Personnel Policies" has been accepted by the PERSONNEL JOURNAL. The article was written as an assignment for Professor Brooks' seminar in Personnel Management. Mr. Dean is a June '49 graduate of the ILR School.

PROF. JEHRING SPENDS VACATION IN IOWA

Professor J. James Jehring of the Audio-Visual Aids Department motored to Iowa for a month's vacation. He renewed acquaintances at Purdue where he was formerly employed as Regional Supervisor of Technical Institutes, and visited his mother and Mrs. Jehring's father and mother in Dubuque. In Kansas City he visited a number of film production studios where educational and industrial films are made. He returned to Ithaca June 28th.

EZMA PEW GOES TO ARIZONA

Ezma Pew, assistant to Doris Stevenson in the Fiscal Office, leaves Ithaca sometime this month to live in Tempe, Arizona. Ezma's husband, Dee, has completed work on his doctor's degree in the Vegetable Crops Department at Cornell and has accepted a position as Associate Professor of Horticulture at the research farm of the University of Arizona at Tempe, just outside of Phoenix.

PROF. BEACH TEACHES 3-WEEK COURSE AT NORTHWESTERN COLLEGE

Professor C. Kenneth Beach of the Department of Industrial Education, for the past three weeks has been teaching a course in apprenticeship training at Northwestern College of Natchitoches, Louisiana. The course is a workshop for industrial teachers. He wrote as follows from the Natchitoches Trade School, Natchitoches, La:

"I had a rather uneventful trip to Louisiana; however, I have been busy seeing a lot of old friends. I am beginning to get settled here in Natchitoches and believe that I will get some time to hold one end of a fishing pole. I hope to have some good tales to tell when I come back to Ithaca. The weather is somewhat on the hot side; however, Mr. Hampton's office (a former ILR graduate student) is air conditioned and he has placed my desk in his office. I find that it is an incentive to stay inside and work. Every time I stick my nose outside I want to get back to my desk. Maybe they should use this technique at Cornell. I am trying to pick up a southern accent but I am afraid that I will not be too successful. Mrs. Cunningham, who is Mr. Hampton's secretary and who is taking this letter, is having a hard time understanding my Yankee brogue."

Professor Beach, now back at ILR, is knee-deep in summer session work. He is teaching two ILR courses this summer - "Industrial Education in Smaller Communities" and "Supervision of Industrial Education".

RICHARD YOUNGE MARRIES EDITH TRICE

The marriage of Richard Younge to Miss Edith Trice took place at the Calvary Episcopal Church, Brooklyn on July 3. Richard is at present secretary to Professors Ferguson and Clark at the ILR School. Miss Trice, a 1948 graduate of Cornell's College of Home Economics, taught dressmaking in a Brooklyn school last year. Richard, a graduate of Cornell's College of Arts and Sciences, is on leave from a theological seminary in Cambridge, Massachusetts. After July 10th, the Younge's will be at home at 409 College Avenue.

JACK OSTER ACCEPTS POSITION IN PANAMA

Jack Oster, ILR graduate assistant, left July 1st for Panama. There he has accepted a position as Wage Analyst for the U. S. Government. He will work with the Panama Canal Railroad Company, a U.S. government corporation. His wife, Pat, and 4-year old son Johnnie accompanied him to Panama. Jack plans to write his thesis on wage administration in the Panama Canal Zone and will return to the ILR School next summer to get his thesis approved and complete residence for his Master's degree.

As wage analyst, Jack will work under Ed Doolan, Assistant Director of Personnel. Ed is currently working on his Doctor's degree in Education and taking courses in the ILR School.

HERB WEINBERG ENTERS EXECUTIVE TRAINING PROGRAM OF INLAND STEEL

Herb Weinberg, ILR graduate student, is entering the Executive Training program of the Inland Steel Company, Chicago on July 7. He has recently completed work for his M.S. degree.

PROF. TOLLES INITIATES NEW COURSE

Professor N. Arnold Tolles is teaching the first offering of a graduate course in Labor Market Analysis under the new program for Masters' degrees at the Summer Session. This is one of the required courses for candidates for the M.S. degree.

EXTENSION TEACHERS CONFERENCE HELD JUNE 24 & 25

The Annual Conference of Extension Teachers was held June 24 and 25 at the ILR School. Approximately 35 of the School's extension teachers who have been conducting educational programs in industrial and labor relations in various communities of New York State attended the conference.

"The conference considered problems faced by the Extension Division of the School and its teachers in adapting teaching and learning methods in adult education to the comparatively new subject matter field of industrial and labor relations," Professor Ralph N. Campbell, Director of Extension, stated.

Professor George Axtelle, School of Education, New York University, spoke on "Social Values and the American Ideal" at the Friday evening dinner meeting. Discussion leaders for the conference included Professor C. C. Arnold, Cornell University; Professor Whit Brogan, New York University, Arthur H. Crabtree, Adult Education Department of the N.Y.S.Department of Education, Buffalo; Professor Ann Douglas, University of Buffalo; G. Laverne Freeman, Editor, Modern Library, New York City; Professor H. H. Giles, New York University; Professor William F. Spafford, Rensselaer Polytechnic Institute; Julius Manson, N.Y.S. Board of Mediation, New York City; Arthur Stark, N.Y.S. Board of Mediation; and Professors Earl Brooks, Jean McKelvey, Ralph Campbell, Effey Riley, John Thurber and Field Representatives Lois Gray and Ardemis Kouzian of the ILR School.

FOI RANKS FIRST AS MEANS OF GAINING INFORMATION ON SCHOOL

According to a survey made by Alfred Gelberg of employees in non-professional positions, FOI rated first as an effective means of receiving information about the School.

SALLIE HELLER GOES TO DETROIT TO WORK IN DEPARTMENT STORE

Sallie Heller, ILR '49 graduate, left for Detroit on July 1st to enlarge her industrial and labor relations experience as a department store sales clerk. This summer she plans to stay at the home of Nelson Foote of the Cornell Department of Sociology and Anthropology. Mr. Foote is teaching at Wayne University, Detroit, this summer. For the past month Sallie has been working in the Instructional Materials Lab.

PROF. MAURICE F. NEUFELD SPEAKS AT TAMIMENT SOCIAL & ECONOMIC INSTITUTE

Professor Maurice F. Neufeld of the ILR School speaking at the 15th annual conference of Tamiment (Pa.) Social and Economic Institute stated "that industrial management could preserve and strengthen America's system of free production by recognizing organized labor as an equal partner."

"Despite wishful thinking of radicals and well-meaning intellectuals, the American labor movement still is non-Socialist", according to Professor Neufeld. He stated that organized labor "is typically American in its approach to the solution of industrial problems."

"Industrial management could acquire a vigorous ally in organized labor", he said, "but is afraid to relinquish a small part of its power."

PEOPLE ARE WONDERFUL

Glenn Shaff, a senior in Ithaca College's School of Business Education, is working this summer in the Curriculum Workshop conducted by Mr. Harold Ranney of the Industrial Education summer staff. The workshop will be held in the Quonset Hut. Glenn also worked for Industrial Education last summer in the same capacity.

Eileen Lawlor, who went to Tompkins Memorial hospital with an emergency appendicitis operation, is fully recovered and back at work for Professor Neufeld.

Ellen Basler, formerly of the Student Personnel Office, is working for Professor Brophy. Ellen took a week's vacation before moving down to the Industrial Education department.

Mrs. Marian Reyna is Miss Basler's successor in Student Personnel. She is secretary to James Campbell, Phil Foltman and Robert McCambridge. Before coming to the ILR School, Marian worked in the office at Rothschild's and in the College of Electrical Engineering.

Beth Hoffman, secretary to Dean Catherwood, visited her home in Pennsylvania for a few days.

Phyllis Krasilovsky, former ILR staff member, reports as follows to FOI: "Doubleday is publishing two of my books for children - one next season and one the following. They also have an option on everything I may write. We're leaving for Juneau next Wednesday. Best wishes to all at the Labor School. I will always think of it with pleasure."

John Slocum, ILR graduate assistant, left Sunday, June 26, for a vacation with his wife and son, Pete. He plans to spend three weeks at his home in Burlington, Vermont.

Professor McConnell and his family will spend a month at Joggin Bridge, Nova Scotia, on Bay of Fundy, the summer home of Dr. Leighton. He plans to do some fishing. "I'll probably catch flat fish instead of whales," he stated.

Ann Kingston, Secretary to Professor Campbell, and her husband, Al, spent a week in the Metropolitan area recently, using Al's home in Fleetwood, Westchester County as headquarters. While in New York they saw "Kiss Me Kate."

A newcomer to the School's staff is Mrs. Jane Gimbrone, who is going to work on the addressograph machine this summer. She is a June 1949 graduate of the College of Arts and Sciences, while her husband, Charles, is a student in the College of Agriculture. She very recently became Mrs. Gimbrone, having been married on June 25th at Ithaca.

Frances Reddick of the Extension Department, and her mother-in-law, Mrs. Reddick, spent the third week in June in the vicinity of Middlebury, Vermont where Mrs. Reddick, Sr. attended her class reunion. Among other things, they visited a stone quarry and studied its operation.

On a recent trip to Muncy Valley, Pennsylvania, Anna Lane was pursued by difficulties. When the car was two miles up the side of a mountain, the motor suddenly went dead, but the situation was saved when a road repair gang pushed the car so that it could roll down the hill. By not stopping the motor of the car, Anna managed to reach home without further mishap.

Leone Eckert and Vivian Nicander have moved to an apartment at 218 Delaware Avenue. Leone formerly lived in Forest Home and Vivian at 317 Eddy.

Effective July 1st Ardemis Kouzian, Extension Field Representative, has moved her headquarters to Albany. She is looking for an apartment in Albany and would appreciate any clues in locating one.

Maryrose Alexander feels she is making progress in becoming friends with Muphinz, Dr. Jensen's dog. To date Muphinz has been loyal to the memory of Mary O'Brien, Maryrose's predecessor. However, by feeding dog biscuits to Muphinz every day, Maryrose is winning her over.

Anna Lane's 12-year old cat, Ichabod, is temporarily in the doghouse. While trying to rescue him from a neighbor's garage roof with a decrepit ladder Anna stepped on a week step and the ladder broke. A day later, the cat clawed several holes in a dress which Anna had almost completed.

Sympathy is extended to Almina Leach's cocker spaniel, Tangerine. As a result of an automobile accident in front of her home, she was in a cast for three weeks with a fractured hip, but is recovering nicely.

Lee Hill is beginning work in the office of Charles E. Wilson, President of General Electric Company in New York City. He will be in the training program for engineers.

Virgil James, ILR graduate student, is leaving soon for a summer position in Houston, Texas.

Jake Seidenberg, ILR graduate assistant, is attending a week-long summer institute for Social Progress at Wellesley College, from July 2 to 9.

Eileen Lawlor, Professor Neufeld's secretary, leaves the ILR School this month. Her husband, a graduate of Ithaca College, has accepted a position as teacher of music in the schools at Lyon Mountain between Plattsburg and Malone. The Lawlors were fortunate enough to obtain a new 5-room house at Lyon Mountain they plan to take a two-week vacation before reporting there.

Eleanor Emerson of the Extension Division and Doris Stevenson of the Fiscal Office report an enjoyable trip to Bethel, Maine where Miss Emerson attended the Laboratory for Group Dynamics. Their trip took them through the Green Mountains, the White Mountains and down to the Maine coast where they indulged in lobster in all forms and steamed clams. They stopped in to see Walt Witham at the Silver Sands Inn, Higgins Beach.

With the $40.00 that the members of the Social Security Conference presented to the School, a punch bowl and glasses were purchased. The punch bowl was initiated during the recent Extension Teachers Conference.

Mrs. Tolles, mother of Professor Arnold Tolles, has come from Chicago to make her permanent home in Ithaca. She will live in Fairview Manor. Having made two previous trips to Ithaca, she has expressed a liking for the town and its surroundings.

Annie Boddie and her 2-months' old daughter, Cynthia, visited the School recently. Annie, who formerly worked in the Materials Lab, is leaving shortly for her home in Virginia. Her husband, Dan, has completed a session at "cram school" in New York before taking his New York bar examination.

Peggy Parks recently spent two days in New York and Long Island where she attended the wedding of her brother. This is the third wedding in Peggy's family within a year.

Vivian Nicander, Editorial Assistant, recently spent a few days in the Metropolitan area. She visited New Haven where her brother has completed his junior year at Yale, visited her family on Long Island and "did" the City.

Professor M. Gardner Clark went to Boston the week of June 13 to attend the graduation of his fiance, Miss Florence Adams, from Wellesley.

Joyce Bixby, Professor Brooks' secretary, and her husband recently visited friends in Cleveland and at her home near Troy, Pennsylvania.

WOMAN OF THE WEEK

Gertrud Rahn, newest member of the Library Catalogue Room, hails from the Free City of Danzig near the Baltic Sea. Owner and manager of a bookshop in Danzig, she supplied the nearby high schools and universities with technical and medical books. Working in the bookstore necessitated being informed on many subjects since her customers depended on her to help them selected the book best suited to their needs. Miss Rahn mastered English in the German schools, so was well equipped when she came to this country in March, 1947.

Skiing is her hobby and she formerly spent four to five weeks each winter in the Alps with a group of friends and a guide. She reports that ski tows are unknown in the Alps except in a few international ski resorts. She is also a devotee of concerts and the theater, but confesses to a dislike of all forms of housekeeping including sewing.

Miss Rahn's brother, Otto, with whom she makes her home, has recently retired from the Department of Bacteriology in the College of Agriculture.

Miss Rahn was previously in charge of the supply room. Now shifted to the library, she brings her experience and enthusiasm for books to her new assignment.

ARTICLE BY DAVE HYATT IN "THE CLEARING HOUSE"

An article by Dave Hyatt titled "So You Have To Make a Speech" has been accepted by "The Clearing House", an educational publication. The article concerns the methods employed by Bernard Baruch, Monsignor Fulton J. Sheen, former Congresswoman Clare Luce Booth, Congresswoman Helen Gahagan Douglas and Dr. Harry Emerson Fosdick in the preparation of speeches.

ESSOR ELEANOR EMERSON HONORED: ATTENDS GROUP DYNAMICS LABORATORY

Professor Eleanor Emerson of the Extension Division is attending a three-week Group Dynamics Laboratory at Gould Academy, Bethel, Maine. The Laboratory, for which Professor Emerson was granted a scholarship, runs from June 19 to July 9.

Professor Emerson, prior to joining the Extension staff at ILR, was Director of Labor Relations with the Rockwell Manufacturing Company, Pittsburgh, Pa. She has also served as field representative for the U.S. Department of Labor, and 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 at the American Junior College, Athens, Greece.

UNCAN MCINTYRE WORKS ON HOSPITAL SURVEY

Duncan McIntyre, ILR graduate assistant, will work part-time this summer for the New York State Joint Hospital Survey and Planning Commission, making a study of four state-aided county general hospitals and one town hospital. The purpose of this study is:

(1) to analyze hospital operating and administrative policies.
(2) to study hospital fiscal operations, emphasizing rate structures, collection policies for pay and part-pay patients, and provision of state aid.
(3) to analyze the interrelationships between the local welfare departments and the five hospitals with respect to provision for post-discharge care and service, and the standards used by both hospital and welfare department in establishing medical indigency, i.e., inability to pay all or part of the hospital bill.

ROFESSOR RALPH CAMPBELL SPEAKS AT ANNUAL EXTENSION CONFERENCE OF AGRICULTURAL COLLEGE

Professor Ralph N. Campbell, Director of Extension in the ILR School, speaking before the Annual Extension Conference of the Colleges of Agriculture and Home Economics in Barnes Hall, Thursday, June 23rd, listed the mutual interests of labor, industry, and agriculture. These he defined as maximum productivity, maximum security for individuals, and maximum development of freedom for all.

D FIELD WILL HANDLE LABOR RELATIONS FOR ALLIED STORES

Edward L. Fields, who has completed work for a M.S. in ILR, will go to New York City on July 18 to be Assistant to the Director of Labor Relations of Allied Stores Corporation. He plans to be in New York City for the next six months after which time his work will involve considerable travel. Ed also holds an LL.B. degree from the University of Virginia.

William Carroll, ILR '48, is also employed by Allied Stores.

OWARD DWYER, NLRB EXAMINER IN DENVER, SAYS HELLO

Howard Dwyer, '48 ILR graduate, writes from Denver concerning his new position as NLRB field examiner: "So far things are going along o.k. in Denver - only thing that is bothering me now is whether or not Congress is going to pass appropriation and/or a new labor law. As things stand we have no money after ...e 30th...The Denver Office is rather small - we are a sub-office of Kansas City - so there is just the officer in charge (whom I knew in Buffalo) and three examiners, counting myself. I was in Kansas City most of this week on a Board conference which was rather dull though Kansas City is not. My regards to all my former cohorts."

ROSENBERG JOINS ILR STAFF

Latest recruit to join the ILR staff is Ed Rosenberg who works in the "pool" in Room 24 with Mrs. Newbury. Ed, an Arts and Science Graduate in February, hails from New York City. Prior to coming to work at the School, Ed was employed for Standard Brands in New York City and spent a two-year tour of duty in the infantry in the recent war. He plans to eventually get an M.A. in English.

HERB HUBBEN WEDS LOIS CRANE

The marriage of Miss Lois Crane, daughter of Mrs. Rebecca R. Crane, and Herbert Hubben took place on Saturday, June 11 at 4:00 P.M. at the Friends' Meeting House in Washington, D.C. The bride was attended by Jean Marsh and Klaus Hubben, brother of the groom, was best man. Following the ceremony, a reception was held in the Meeting House. The couple spent ten days at Provincetown on Cape Cod. They are now at home at 238 Linden Avenue. Hubben is a graduate assistant in the Extension Division.

GORMLY MILLER ATTENDS LIBRARY CONFERENCE IN LOS ANGELES

Gormly Miller, School Librarian, attended the annual meeting of the Librarians' Association at the University of California in Los Angeles June 12 to 17. He aided in leading a planning meeting of the Industrial Relations Librarians' group. At the conference plans were made to develop a program of library cooperation with other university industrial relations centers, and with several trade union libraries.

Mr. Miller was impressed with the coolness of the California weather and by the conservative clothes worn by the men.

RICHARD GOLDSTEIN AND JACOB SHEINKMAN RECEIVE DANIEL ALPERN AWARD

Dean M. P. Catherwood has announced that the School's Committee on Scholarships and Awards has designated graduating seniors Richard Goldstein and Jacob Sheinkman winners of the annual Daniel Alpern Memorial Prize. The awards, which are based upon scholastic ability and citizenship, consist of the Daniel Alpern Memorial Medal and one hundred dollars.

Mr. Goldstein, a veteran leading the School's graduating class with a cumulative scholastic average of 88.27, played varsity tennis, was treasurer of Watermargin House, and was elected a member of the University's Independent Council. He completed six terms at Cornell after transferring from Oberlin and the University of Rochester.

Mr. Sheinkman, a veteran with cumulative average of 86.35, played varsity soccer and intramural basketball, was President of Cornell's Student Council, a member of Telluride Association, Watermargin, and Quill and Dagger. He was awarded the Theta Delta Chi Citizenship Award as the outstanding student citizen on the Cornell campus this year. His other honors include election to Phi Kappa Phi and All New York State Soccer.

The Alpern Award was established in 1946 by Mr. Harry Alpern and Mr. J. L. Mailman in memory of Mr. Alpern's son Daniel, an applicant to the Industrial and Labor Relations School who was killed in action during the last war's Pacific campaign.

ILR SCHOOL SPONSORS WORKSHOP FOR HOSPITAL ADMINISTRATORS

Ralph N. Campbell, Director of Extension, announces arrangements have been completed for the "Workshop on Supervisory Training in Human Relations", to be conducted by Cornell University in cooperation with the American Hospital Association, July 25-30.

"The Workshop is a means of assisting hospital administrators and managers to recognize the need for training as a continuing, systematic method for developing the knowledge, skills, and attitudes of supervisors, and to indicate a starting point in the development of supervisory training programs," stated Miss Ann Saunders, Personnel Specialist of the American Hospital Association, in explaining the purpose of the Conference.

More than 40 hospital administrators and managers from states on the Eastern seaboard have made reservations to attend.

Dean M. P. Catherwood will welcome the members to the Conference. It will be the first training conference in the East to be sponsored by a university in cooperation with the American Hospital Association.

In addition to personnel from various hospitals and the American Hospital Association, Cornell University faculty members will participate in the programs. Among the speakers will be Professors W. S. Sayre, School of Business and Public Administration; R. C. Clark, Rural Sociology; and Earl Brooks, John M. Brophy, Ralph Campbell, J. James Jehring, William F. Whyte, faculty members of the New York State School of Industrial and Labor Relations.

Felician Foltman, Katherine Manchester, and Nancy Barone will be recorders-observers. A pre-conference session for conference leaders, speakers, and recorders-observers is scheduled for July 21-23.

DEAN CATHERWOOD INAUGURATES PROGRAM
PROVIDING OPPORTUNITIES FOR FACULTY IN-PLANT EXPERIENCE

At the suggestion and through the efforts of Dean M. P. Catherwood, several members of the faculty of the ILR School have been given opportunities for a practical in-plant experience and study. Professor Marten S. Estey during the month of June completed a 2-week conference of business management as a guest of the Chrysler Corporation in Detroit. During the two-week visit Chrysler acquainted Professor Estey with the Corporation's operations, showed him industry's problems first-hand, and provided opportunities for discussion.

Professors John M. Brophy and Dave Hyatt spent ten days in Syracuse acquainting themselves with the Syracuse industrial scene. Professor Brophy spent three days with Richard Langdon, Wage Rate Supervisor at GE, a day at the Oberdorfer Foundry, a day at Crouse-Hinds, a day at Bristol Laboratories, and a day at the Mack-Miller Candle Company where William Heinith, ILR graduate, is personnel director.

Professor Hyatt spent several days with E. Gwyn Thomas, Director of Personnel for the Manufacturers' Association of Syracuse, and spent the remainder of his time at the Oberdorfer Foundry, Bristol Laboratories, General Electric and Crouse-Hinds.

Leone Eckert, Research Associate, spent two weeks in Washington at the national headquarters of the International Association of Machinists learning union procedure and discovering the most effective means of securing union materials for the School library.

The field excursions of Brophy, Hyatt and Eckert were arranged by Professor C. Arnold Hanson, Director of Student Personnel.

In keeping with his philosophy that such practical in-plant experiences should be encouraged, Dean Catherwood made an expedition to General Motors where he spent two weeks learning that company's operations. General Motors offered this two-week program to a number of educators across the country. One other Dean from Texas was in the group. After meeting with the top executives of General Motors in Detroit, the group was then divided and followed their own special interests. Dean Catherwood spent considerable time at the Harrison Radiator Company in Lockport, N.Y., one of General Motor's subsidiaries.

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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.

CONFERENCE FOR HOSPITAL ADMINISTRATORS OPENS TODAY

The first training conference in the East to be sponsored by a university in cooperation with the American Hospital Association opens at Cornell University today. The "Workshop on Supervisory Training in Human Relations," is being conducted by the ILR School in cooperation with the American Hospital Association from Monday through Friday.

"The Workshop is a means of assisting hospital administrators and managers to recognize the need for training as a continuing, systematic method for developing the knowledge, skills, and attitudes of supervisors, and to indicate a starting point in the development of supervisory training programs," stated Miss Ann Saunders, Personnel Specialist of the American Hospital Association, in explaining the purpose of the Conference.

More than 40 hospital administrators and managers from states on the Eastern seaboard are attending the conference. In addition to personnel from various hospitals and the American Hospital Association, Cornell University faculty members are participating in the program.

The program will be opened this morning by Professor Ralph N. Campbell, Director of Extension, who is Chairman of the 1st General Session. Dean M. P. Catherwood of the ILR School will welcome the visitors after which Miss Ann Saunders of the American Hospital Association will speak on the subject: "How Can Effective Hospital Operation and Management Be Achieved by Hospital Supervision." A panel discussion on the objectives and procedures of workshops will follow.

This afternoon, Kenneth Williamson of the American Hospital Association will speak on "Responsibilities of the Hospital Administrator." His talk will be followed by 3 workshop sessions. Chairmen of these 3 sessions will be: Carl Lamley, Administrator, Highland Park Illinois Hospital; Milo Anderson, Administrator Methodist Hospital of Gary, Indiana; and Harvey Schoenfeld, Personnel Director and Management Engineer at the St. Vincent's Hospital in New York City.

Speakers in subsequent sessions tomorrow and through this week include; Don Cordes and Miss Ann Saunders of the American Hospital Association and Professors W.S. Sayre, Cornell School of Business and Public Administration; R. C. Clark, Rural Sociology; and Earl Brooks, John M. Brophy, Temple Burling, Ralph N. Campbell, Felician Foltman, J. James Jehring, and William F. Whyte of the ILR School faculty.

INSTITUTE FOR UNION LEADERS CONDUCTED BY ILR JULY 18-22.

An institute for Union Leaders was conducted by the New York State School of Industrial and Labor Relations July 18 through July 22 at Cornell University for American Federation of Labor federal union leaders from up-state New York.

"The purpose of the institute", stated Professor Ralph N. Campbell, Director of Extension, "was to provide an opportunity for these delegates from union locals to discuss mutual problems and to increase their knowledge of the many technical problems facing them in the discharge of their daily union responsibilities."

This is the second in a series of four conferences the Extension Division of the Cornell Industrial and Labor Relations School is sponsoring this summer to representatives of educational institutions, industry, and labor. The School held a conference for plant training directors July 7-8; today the School opens a week-long Supervisory Training and Human Relations Workshop for Hospital Administrators; and from September 12 through the 14th the School will sponsor the Third Annual Conference for Teaching of Labor Economics, which will bring together leading eastern educators.

Classes at the Institute for Union Leaders were held each day in time study, wage incentive plans, health and safety, minimum wages and hours, workmen's compensation, unemployment compensation, old age and survivors' insurance, and job evaluation. A daily workshop was also held in audio-visual aids for union meetings and educational programs.

The Audio-Visual Workshop was the first to be conducted by the ILR School. Instructions were given in the operation of audio-visual equipment, techniques in using materials effectively, and materials available in the audio-visual field.

"The purpose of the Audio-Visual Workshop was to aid union leaders in organizing the conduction educational programs and union meetings with the use of visual aids materials", stated Professor J. James Jehring who supervised the daily workshop.

In addition to Professor Jehring, other class instructors included Scott Mason, consultant, of Buffalo; Mrs. Lois Gray, Duncan MacIntyre of the ILR School staff; Herman F. Nehlsen, District Administrator; and John W. Leach, Examiner in Charge of Claims, Binghamton District Workmen's Compensation Board.

Speakers at other special institute sessions were John Schreier, General Organizer of the American Federation of Labor; Dean M. P. Catherwood and Professors Ralph N. Campbell, Robert Ferguson and Maurice F. Neufeld, of the ILR faculty.

EDUCATORS PARTICIPATE IN WORKSHOP AT ILR.

Eleven technical educators are at Cornell University this summer participating in a course construction workshop jointly sponsored by the Industrial Department of the New York State School of Industrial and Labor Relations and by the State Education Department.

The workshop participants are developing vocational courses and writing instructor's workbooks which will be published by the State Bureau of Vocational Curriculum Development and Industrial Teacher Training of which Eugene D. Fink is Bureau Chief.

Harold W. Ranney, supervisor of industrial-technical teacher training for the State Education Department, Albany, is directing the workship. A former electrical engineer, Ranney has since taught technical electricity and during

the war was state supervisor of the War Production Training Program.

The following persons are participating in the workshop: Burr D. Coe of Rochester is planning an instructor's workbook on, "Sources and Methods of Teaching Related Technical Subjects".

John J. Hoblock, also of Rochester, is planning an instructor's workbook in applied electricity for apprentice teachers.

Howard B. Hall of Amsterdam is working on a vocational course organization for that city.

Miss Gladys Crenning of Milltown, New Jersey is working on science material related to practical nursing.

Stanley Specker, of Westfield, New Jersey, and Frederic Reese, of South Amboy, are working on "Related Science in Plumbing".

Both Miss Crenning and Mr. Specker are employed by the Middlesex County Vocational and Technical High School, New Jersey.

Mrs. Elvira Ferris of Yonkers, and Miss Esther G. S. Skelley of New York City are preparing an instructor's handbook in applied biology for vocational high schools.

Dr. Bernard E. Silver of Brooklyn is preparing an instructor's workbook on sanitation as related to the food trades.

Maxwell Mathews of Queens is developing an instructor's workbook in chemistry which will be applicable to several vocations.

Kenneth J. Wiggins of Patchogue is organizing the content for exploratory courses in a vocational school.

Mrs. Ferris, Dr. Silvers, Mr. Maxwell and Mr. Wiggins are at ILR under the auspices of the New York City Board of Education.

DEAN CATHERWOOD ANNOUNCES FACULTY PROMOTIONS.

Dean M. P. Catherwood of the ILR School has announced the following faculty promotions effective July 1st:

C. Arnold Hanson who has been Acting Director of Student Personnel has been advanced to Professor and Director of Student Personnel.

Milton R. Konvitz, formerly Associate Professor, has been promoted to Professor. (See Who's Who on the Summer School Faculty)

J. Gormly Miller, who was formerly Librarian of the ILR School, has been made Associate Professor.

John M. Brophy, formerly Assistant Professor, has been promoted to Associate Professor. (See Who's Who on the Summer School Faculty)

Ardemis Kouzian who this past year has been Research Associate, has been promoted to Field Representative in the Extension Division.

Vivian Nicander, formerly Editorial Assistant, has been promoted to Research Associate.

Professor Hanson received his B.A. degree from the University of Akron and has done graduate work at the University of Chicago and at Cornell University where he received his Ph.D. For nine years Professor Hanson was employed in an industrial capacity with the B. F. Company in Akron. Immediately prior to World War II Professor Hanson was Assistant Director of Adult Education and Director of Defense Training at the University of Akron. During the war he served as an officer in the U. S. Navy.

J. Gormly Miller came to the School as Assistant College Librarian July 1, 1946. A native of Rochester, Professor Miller holds a B.A. from the University of Rochester and a B.S. in Library Science from the School of Library Science, Columbia University. Previous to coming to Cornell, he was head of the Social Science Division of the Rochester Public Library. During World War II Professor Miller served with the U. S. Army

Miss Ardemis Kouzian received her A.B. from the University of Michigan. She began her career with the U. S. Employment Service and later served as Chief Work Analyst for the Aeronautical Products, Inc., Detroit. Immediately prior to coming to ILR, Miss Kouzian was employed by the Bureau of Labor Statistics, supervising preparation of job descriptions for industrial wage surveys and preparing bulletins based on wage studies.

Miss Vivian Nicander came to the ILR School in the Spring of 1948. A native of New York State, she received her B. A. from Queens College and her A.M. at Cornell. She taught English for the New York City Board of Education, wrote and edited copy for the New York Times Index, and analyzed copy for a New York advertising agency.

For more detailed information concerning Professors Konvitz and Brophy, turn to "Who's Who on the Summer School Faculty", last two pages of FOI.

JAMES W. CHAPMAN OF GENERAL ANILINE AND FILM CORPORATION
TELLS VITA MEMBERS OF COOPERATION BETWEEN INDUSTRY AND SECONDARY SCHOOLS

Contrary to popular belief there is no vast gap between technical training in secondary schools and the actual practice of industry, James W. Chapman, manager of the training department of Ansco Division, General Aniline and Film Corporation, in Binghamton, said at a VITA meeting Tuesday, July 12.

"We have all heard the problem in bridging the gap between school and industry for our young people. I don't believe that there is such a tremendous gap. I will agree that the individual has to make an adjustment during the transition," Chapman said.

"We, in education and industry, can help the individual to make the adjustment more easily by cooperating. This can be accomplished if both industry and education inform the other of what it is doing.

DEAN CATHERWOOD AND PROFESSOR MCKELVEY SPEAK
BEFORE CONFERENCE OF FARM BUREAUS OF THE NORTHEAST

Dean M. P. Catherwood and Professor Jean T. McKelvey of the ILR School spoke at the annual conference of the Farm Bureaus of the Northeast held on the campus July 13-15. Dean Catherwood explained the School's operation and Professor McKelvey discussed labor legislation and its effect on labor and management. The group of 200 attending this conference consisted of Farm Bureau commodity committees from nine states who met with directors of the American Farm Bureau Federation commodity departments.

ROBERT McCAMBRIDGE, ILR PLACEMENT COUNSELOR
BECOMES ADMINISTRATIVE ASSISTANT TO PRESIDENT

Robert H. McCambridge, president of the Graduate Student Council at Cornell, and a placement counselor in the office of Student Personnel of the ILR School, has been named to succeed Frank C. Abbott as administrative assistant in the president's office at the University.

McCambridge was graduated from Rhode Island State College of Education

(Providence) in 1942, took a master's degree in education at Cornell in 1947 and is completing work toward the doctorate. Since January he has been a placement counselor at ILR.

He served during the war as a naval aviator and in 1945-46 taught and coached at Sandwich, Mass., High School.

At Rhode Island College of Education he was president of the student body and a member of the varsity tennis and track teams. He is a member of Phi Delta Kappa and Phi Kappa Phi honorary fraternities.

MAN OF THE WEEK

As Professor of Industrial and Labor Relations and Assistant Director of Extension, Professor Alpheus W. Smith, a native son of California, leads a busy and useful life. Coming to the ILR School, July 1, 1946, Professor Smith left behind an exciting career as oil company executive, teacher, author, broadcaster, and soldier.

Professor Smith received his B.A. degree in 1919 from Cornell where he was editor-in-chief of the Cornell Sun. He did graduate work in Philology at Harvard, receiving his Ph.D. in 1933. He has served on the faculties of the Universities of Minnesota, Nebraska and Northwestern University. Prior to this university teaching career Professor Smith was employed in the foreign service of the Standard Oil Company in Turkey and Greece.

During the period of his university teaching, Professor Smith directed the well-known weekly radio book program, "Of Men and Books". In addition, he has lectured over the Mutual Broadcasting System, the Columbia Broadcasting System, and the Empire Network of the British Broadcasting Company.

Professor Smith served in both World Wars, rising from private to colonel. In World War II, he was Director of the Army School in Lexington, Virginia, and organized two overseas schools, one in Naples and one in Honolulu. He was field director of the Army Information Unit in the Central and South Pacific and of a similar units in the Neitherlands and Germany; and Commanding Officer and Commandant of two Army schools in Rhode Island and of a third school in Virginia. He is now a Colonel, Staff and Administrative Reserve, in the U. S. Army. He received the Legion of Merit "by direction of the President for exceptionally meritorious conduct in the performance of outstanding services from November 1942 to March 1945."

Among Professor Smith's contributions this past year to the program of the School has been his chairmanship of the Undergraduate Curriculum Committee in its task of reorganizing the curriculum of the School.

ROBERT RISLEY WEDS HELEN HENNESSEY

On July 23 at the St. Alphonfus Church, Pittsford, Vermont, Helen Hennessey became the bride of Robert Risley, Administrative Assistant at ILR. The ceremony was performed by Father Joseph McCarthy. A reception was held at Pittsford Inn, after which the couple left on a wedding trip to Canada. They will return to their home in Candor, N. Y. on July 31. Miss Hennessey is a graduate of College of Saint Rose, Albany and has been teaching at Millbrook High School, Millbrook, N.Y. Mr. Risley is a graduate of Union College and is working for his Ph.D at the ILR. School.

JOHN WINDMULLER TAKES SUMMER JOB WITH NLRB

John Windmuller, ILR graduate assistant, is spending the summer in St. Louis working as a Field Examiner for the NLRB to gain experience in the industrial and labor relations field. His wife, Ruth is accompanying him to St. Louis.

CHARLES SPARKS ACCEPTS EMPLOYMENT WITH ARMY AIR FORCE IN WASHINGTON

Charles Sparks, ILR June '48 graduate, who pursued graduate studies this past semester and served as assistant for the Public Relations Office, left fo Washington July 8th. He has b en appointed Junior Management Assistant with t U.S. Government. He will participate in the Management Development Program of the Army Air Force Civilian Division. His address is: Apt. 101, 5607 Chillun Heights Drive, Hyattsville, Maryland.

HARRY MOORE, ILR GRADUATE ACCEPTS POSITION WITH ALLIED STORES

Harry Moore, ILR June graduate, has accepted a position with Allied Store His first assignment is working in the personnel department of Dey Brothers department store in Syracuse. September 1st he will begin Allied Store's training program, a 13-week course, after which time he will either return to Syracuse or be assigned to another of their 165 stores.

PROFESSOR CAMPBELL SPEAKS TO LEROY ROTARY CLUB

Professor Ralph N. Campbell, Director of Extension, appeared before the Rotary Club of LeRoy, New York on July 13th. He spoke on the topic "Education in Industrial and Labor Relations", discussing the ILR School and its adult education program. There were 50 present at the meeting.

PROFESSOR JEHRING SPEAKS BEFORE MEETING OF THE N.Y.S. AUDIO-VISUAL GROUP IN BUFFALO

Professor J. James Jehring of the Audio-Visual Aids Department spoke before the New York State Audio-Visual Aids meeting on July 15th in Buffalo. He delivered a report on the status of teacher certificates in the audio-visual field and told the group of the audio-visual materials available for use in schools. The meeting was held at the University of Buffalo.

C. E. RAKESTRAW SPEAKS AT VITA MEETING; URGES ADVISORY COMMITTEES IN INDUSTRIAL EDUCATION

"The reason industrial programs in our public schools do not meet communi needs is because school boards too often do not make use of advisory committee in industrial education," C. E. Rakestraw, consultant in employee-employer relations for the U. S. Office of Education declared recently, speaking to the Vocational Industrial and Technical Arts Association of the School of Industri and Labor Relations at Cornell.

"We must establish our vocational education programs in communities according to need", Mr. Rakestraw said. "Every community should have an advisory committee of experts in the field to consult with local civic leaders and to determine the type of equipment, the length of training required, and the possibilities for placement following training. These advisory committees should include members of both labor and management in order to maintain a balanced view". Mr. Rakestraw stated that a properly run vocational education program would enable industry to hire apprentices in various trades who had been developed and carefully screened in the public schools prior to coming to industry.

PEOPLE ARE WONDERFUL

Introducing Anne Jennings, Library Clerk who joined the ILR staff. She takes over the position formerly held by Bette Clark who was promoted to the post of Circulation Librarian. In June 1948 Anne graduated from Goucher College in Baltimore, her home town. Following graduation she came to Cornell Summer school and liked Ithaca so much that she stayed on as assistant in the Library of the College of Architecture.

Leone Eckert, Research Associate working in the ILR Library, spent the week of July 11th vacationing at a cottage at the lower end of Cayuga Lake.

Len Adams, oldest son of Professor Leonard P. Adams, Director of Research, recently fell 20 feet from a tree and broke his arm, necessitating its being put in a cast. The misfortune is lessened, however, by the fact that Len is exceedingly proud of his cast.

Bernie Naas, Assistant Librarian, accompanied by his wife and three nephews, plans to spend a week's vacation at a cottage on the St. Lawrence. Bernie hopes to get in a lot of fishing.

Mrs. Elizabeth Ann Carman is Professor Neufeld's new secretary, replacing Eileen Lawlor. A native of Ithaca, Elizabeth Ann attended Northfield School and Connecticut College for Women where she graduated this June with an economics major. For the previous two summers she has worked in local banks. Elizabeth Ann was married to Sam Carman, a student of Architecture at Cornell, on June 13.

Ruth Olmstead, Assistant in the Public Relations Office, and her mother have purchased a home on the Ellis Hollow Road. The house was originally built by Ruth and Mrs. Olmstead before the war. It is a 5-room house with a large lawn and garden. The Olmsteads sold it when they went to North Carolina. They are now completely moved and very happy to be back in their original home.

Leola Avery is Dean Catherwood's new secretary replacing Beth Hoffman who recently went to California. Leola hails from Newark Valley, N.Y. where she attended secondary schools. A graduate of Houghton College with a major in social studies, she taught social studies in the secondary schools at Maine, N.Y., attended summer school in Columbia last summer, and this past year took a business course at Ridley's Business School in Binghamton to prepare herself for a business career.

Russell Hovencamp, one of ILR's 3 efficient plant superintendents, is the proud father of an 8 lb. baby boy, Stephen Douglas, born on July 11th. Russell also has two small daughters.

Ethylene Lewis, secretary to Professor Konvitz, on a recent trip to New York visited Doris Young at her home in Ossining. The feature attraction was Doris and Hal's young son Lloyd who is a redhead. Doris Young was formerly secretary to Professor Adams and Professor Konvitz.

Anne Dimock, Professor Hanson's secretary, has returned rested and tanned, from a month's vacation in Hawaii and California. She visited her brother at Aiea, ten miles from Honolulu. He is an executive of the California and Hawaiian Sugar Company. Anne feasted her eyes on such tropical flowers as hibiscus, bougainvillea and the brilliant red poincians trees, and her palate on such delicacies as poi, papaya (a pear-shaped fruit resembling cantaloupe), laulau, a concoction of pork and rice wrapped in leaves, and a tasty white fish, mahimahi. Anne's favorite beach for swimming was at Kailua which is sandy in contrast to Waikiki which is coral.

Mrs. Almina Leach, Professor Adams' secretary, spent the week of July 11th at Tupper Lake in the Adirondacks.

Beth Hoffman, secretary to Dean Catherwood, left July 18 for March Field, California. March Field is 50 miles inland from Los Angeles. Her husband, Major Hoffman, has been transferred from his present position as Acting Director of Air Science and Tactics at Barton Hall to an Air Force post at southern California's top air-base near Riverside. In their newly-acquired Chevrolet, they are driving to their new assignment via St. Louis and Phoenix.

Mary Lou Dappert has joined the ILR Staff. She is working for an M.S. in Industrial Labor Relations. In the fall, she will assume duties of an assistantship at the School of Education. Miss Dappert holds a M.A. in Guidance from the New York State Teachers College in Albany and a B.A. from Cornell. She has done advertising for General Electric and personnel work for Winthrop-Stearn's. At Winthrop-Stearn's she also edited the firm's house organ.

Erik Madsen, special student from Denmark, is the artist responsible for the many signs used at ILR School Conferences. He expects to be at ILR until next summer. He has taken out his first citizenship papers and intends to do personnel work when he leaves the School.

Mrs. Lily Ann Newbury is responsible for the typing of this issue of F.O.I.

Ruth Olmstead, who usually types F.O.I. and writes much of the material in the ILR house organ was threatened with appendicitis and Mrs. Newbury, with her usual willingness, helpfully came to the rescue of the Public Relations Office. Latest reports from the Olmstead household indicate an operation is not necessary and Ruth will soon be back at ILR turning out grist for the ILR news mills.

Cheerios Are Available, Says Paula Ross; "Did ya all know that "Cheerios" are sold in the Faculty Lounge from 2:45 to 3:00 to all comers with $.06. Be sure to pick them up at the specified time since they melt very quickly. Thanks to the volunteers who act as cashiers, and Jerry Rounds and other room 48 'ers for making it possible."

LT. COM. HUDTWALKER JOINS CURRICULUM WORKSHOP
PREPARES MATERIALS FOR NAVAL RESERVE TRAINING PROGRAM

Lt. Commander William T. Hudtwalker has joined the course construction workshop being held at the ILR School under the sponsorship of the Industrial Education Department and State Education Department. Lt. Commander Hudtwalker will spend the summer preparing instructional material for the Naval Reserve Training Program of the Third Naval District.

In addition to Lt. Com. Hudtwalker eleven technical educators are also undertaking various course construction projects in the workshop, which is under the direction of Harold W. Ranney, supervisor of industrial-technical teacher training for the State Education Department, Albany.

REPRESENTATIVE OF MCGRAW-HILL-DISPLAYS BOOKS ON INDUSTRIAL AND TECHNICAL EDUCATION

William H. Thomas of the McGraw-Hill Publishing Company is here this week, July 25-28 to display books in the field of industrial and technical education. A table exhibiting his books is set up in the Student Lounge.

WHO'S WHO ON THE SUMMER SESSION FACULTY

Dean M. P. Catherwood of the ILR School, was formerly Commissioner of Commerce of the State of New York. While Commissioner of Commerce, he served as Chairman of Governor Dewey's Advisory Committee on Technical Industrial Development and as Chairman of the Governor's Reconversion Service Agency. Dean Catherwood also served as a member of the Postwar Public Works Planning Commission, the New York State Commission on Building and Development, the New York State Veterans Advisory Commission, the New York State Apprenticeship Council and the Interstate Commission on the Delaware River Basin, while Commissioner of Commerce. Prior to his appointment as Commissioner of Commerce, Dean Catherwood was Professor of Public Administration at Cornell University.

Francis E. Almstead, Curriculum Coordinator for the New York State Technical Institutes, has done research work for General Electric Corporation, taught physics at St. Lawrence University, headed a high school science department, and served as Supervisor of Secondary Education, New York State Education Department. Mr. Almstead teaches "Workshop- Post-High School Terminal Technical Education."

C. Kenneth Beach, Professor at ILR, began his professional career teaching industrial arts and coordinating a Diversified Part-Time Cooperative Program in Oregon, later becoming State Supervisor of Adult Education in this state. In 1936 accepted a position as head of the Department of Industrial Education at Louisiana State University, later joined the staff of the New York State Education Department where he served as Supervisor of Industrial Teacher Training, Supervisor in the War Training Program and Coordinator of Curriculum and Personnel for the new State Institutes of Applied Arts and Sciences. Professor Beach teaches "Supervision of Industrial Education", and "Industrial Education In Smaller Communities."

Earl Brooks, Secretary of the ILR School and Professor in charge of personnel management studies at the School, has served as Personnel Director and Training Office for various organizations. Has been Assistant to the Director

of Personnel, U. S. Department of Labor, Washington, D. C., Training Officer for the U. S. Forest Service, Milwaukee, Wisconsin, and during the war, Training Director for the U. S. Army Air Forces, Wright Field, Ohio and Washington, D. C. Later served as an officer in the U. S. Navy supervising industrial relations, planning and directing personnel utilization surveys in Navy contractors' plants, directing training programs, and making management surveys. Prior to coming to ILR was Director of Personnel for the Office of Housing Expediter, Washington D. C. Professor Brooks teaches a special seminar in "Personnel Management" for business and industrial personnel.

John M. Brophy, Associate Professor at ILR, has served as Instructor at Stout Institute; Supervisor of Vocational Education, Green Bay, Wisconsin; Assistant Supervisor of War Production Training, State Board of Vocational and Adult Education, Wisconsin; and Visiting Professor of Trade and Industrial Education, University of Florida. Professor Brophy teaches "Personnel Management" and "Curriculum Construction in Industrial Education."

Robert H. Ferguson, Assistant Professor at ILR, has served on the faculties of Brown and Cornell Universities, teaching economics. Was Statistical Control Officer, U. S. Army Air Forces during the war, is co-author of "The American Way of Life." Professor Ferguson teaches "Survey of Industrial and Labor Relations" and "Economics of Wages and Employment."

Layton S. Hawkins, Chief of the Division of Trade and Industrial Education, United State Office of Education, has held important positions with the Federal Board for Vocational Education, Educational Adjustment Service and with industrial organizations. Has served on faculty of University of Chicago and New York University. During war directed the national program of Vocational Training for War Production Workers. Mr. Hawkins teaches "Current Problems In Industrial Education", and "Administration of Industrial Education."

Dave Hyatt, Assistant Professor at ILR, handled publicity for Northwestern University School of Speech, directed the Santa Fe civic theatre, performed on CBS and ABC network radio shows, wrote features for North America Newspaper Alliance, taught at the Lenox School and Manhattan College, and during World War II served 2 years with the British Eighth Army in Africa and 2 years with the U. S. Navy. Professor Hyatt teaches "Public Relations".

J. James Jehring, Professor at the ILR School, is one of the country's authorities on the subject of industrial accident prevention. At present, in addition to his duties as professor, he is a member of President Truman's Committee on Industrial Safety, and a co-founder and leader in the New York State Audio-Visual Council. Professor Jehring has done personnel work in industry, and has served on the faculty of the State University of Iowa, Purdue University, and Loras Academy, Dubuque, Iowa. Professor Jehring teaches "Audio-Visual Methods".

G. Wesley Ketcham, State Supervisor of Industrial Arts Education in Connecticut, taught Industrial Arts at Pleasantville, New York, became Director of Industrial Arts at Norwalk, Connecticut, organized the General Shop of the Gorham Normal School in Maine, taught at the University of Connecticut and since assuming his present position has been responsible for developing Industrial Arts Education programs throughout Connecticut. Mr. Ketcham teaches "Seminar in Industrial Arts" and "Research Practices in Industrial Education."

Dr. Milton R. Konvitz, Professor at ILR, began his law career with Senator John Milton. After private practice for two years in Newark, New Jersey, was General Counsel for the Newark Housing Authority, and later, General Counsel for the New Jersey State Housing Authority. Has served as public representative on the National War Labor Board, and as a member of the New York University faculty. Is Assistant Counsel for the National Association for Advancement of Colored people. Numerous publications by him include: "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". Professor Konvitz teaches "Labor History" and "Labor Relations Law and Legislation."

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