

WATCH FOR DATE
of
ILR All-School Party
being planned for early December
by
all school social committees.
Announcement of date will be
made soon.

Vol. V. No. 5

November 15, 1951

DEAN NAMED TO PROBE DOCK STRIKE

Dean M. P. Catherwood of ILR is currently serving in one of the hottest spots in the state, as chairman of a fact-finding panel named to investigate the New York longshoremen's strike.

Dean Catherwood was appointed to the board of inquiry on November 2 by State Industrial Commissioner Edward Corsi after the crippling strike had tied up hundreds of thousands of tons of cargo at New York wharves. Others named to the panel were Dean Alfange, New York attorney, and Msgr. John P. Boland of Buffalo.

Two days after their appointment the members began holding hearings in New York on the walkout. At 2 o'clock Friday morning, November 9, the board achieved partial success when the leaders of the insurgent strikers agreed to send their men back to work pending the panel's final report. The main job of formulating final recommendations, however, still lay before the board as this issue went to press.

Professor Wayne Hodges, ILR public relations director, has been in New York with Dean Catherwood since the fact-finding board was first appointed.

SAFETY CONFERENCE BEING HELD TODAY

A one-day conference on "Industrial Safety Education in New York State" is being held today at Statler Hall by ILR School.

Industrial safety engineers from plants throughout the Central New York area as well as leading educators in the state are attending the conference, held in cooperation with the American Society of Safety Engineers.

The program, arranged by Prof. J. James Jehring, includes a discussion of hotel safety by Fred Mills of the School of Hotel Administration staff, and a symposium on "Education for Industrial Accident Prevention" of which Prof. Jehring is chairman.

Burr Coe, ILR graduate assistant and vice principal of the Rochester public schools, will discuss "Teaching Accident Prevention in the School Shop."

Other speakers include Prof. Harry Loberg of the School of Mechanical Engineering who will discuss "Educating Engineers on Accident Prevention" and Dr. Walter Cutter of the Center for Safety Education, New York University, who will talk on "Educating the Safety Director of the Future."

Participants will tour the School of Hotel Administration during the afternoon.

"For Our Information" is issued by the Public Relations Office, Room 3, for the information of all faculty, staff, and students of the New York State School of Industrial & Labor Relations, Cornell University.

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WAGE CONFERENCE TO BE HELD DEC. 7-8

An employer association conference on wage surveys ^{was} will be conducted by the School ~~on~~ December 7 ~~under the direction of professors N. Arnold Tolles and Robert L. Raimon.~~

About 30 to 50 representatives from a group of employer associations throughout the United States, Hawaii, and Canada who are cooperating with the Cornell school on a research study of employer wage surveys are expected to attend the conference. While ~~here~~ ^{they} they will exchange ideas on gathering wage information for employer associations.

The program will include sessions on problems of collecting and presenting wage data and reporting on fringe benefits, as well as a discussion of suggested steps for improving wage information. In addition the conferees will discuss the research study being made by Professors Tolles and Raimon among 120 leading employer associations.

SCHOOL'S EXHIBIT DISPLAYED AT CIO CONVENTION

For the first time in the School's history, IIR had an exhibit at a national CIO convention. Members of the staff transported the School's traveling exhibit, designed by grad student Sid Warner, to the CIO convention in New York City, November 5-9.

Seen at the convention were former grad students Mary Lou Dappert, Betty Foye, Earl Kipp, Chandler Fizer, Jim Brown, a '50 graduate of IIR, Anna Macaluso, former secretary to Professors Ferguson and Clark who now is working with the CIO's legal department in Washington; and John Thurber, former assistant professor in Extension.

INSTITUTE FOR TOMPKINS CO. SMALL BUSINESS HELD

An institute for Tompkins County small business was held at Statler Hall November 5 by the School which served as a beginning of a long-term, state-wide program. Executives from more than 20 Tompkins County industrial companies employing fewer than 300 persons attended the institute.

"The purpose of the institute was to aid small business to analyze and meet some of their personnel and training problems," Dean Catherwood said. "This is in keeping with the School's aim to assist in the development of programs of value to small concerns of New York State which lack specialized personnel and training staff.

"This institute is expected to be introductory. Further sessions for groups of Tompkins County small business firms with common problems will result from this institute. The School stands ready to arrange more specialized and intensive programs for such groups."

The institute was planned by the School in consultation with the Ithaca Chamber of Commerce and members of the Industrial Management Club of Ithaca.

Participating IIR faculty were: Professors C. Kenneth Beach, Earl Brooks, Temple Burling, Ralph Campbell, Paul Gordon, John McConnell, and N. Arnold Tolles.

PROF. TOLLES MODERATES PANEL

To quote from last Sunday's Syracuse HERALD-AMERICAN: "In an attempt to spread information on the inflation merry-go-round and its control, the League of Women Voters of the Syracuse Metropolitan area is sponsoring a panel discussion Thursday, Nov. 15 at 8 P.M. in Syracuse Museum of Fine Arts."

Moderator of the panel will be N. Arnold Tolles, professor of industrial and labor relations in New York State School of Industrial and Labor Relations, Cornell University. Dr. Tolles holds B.A. and Ph.D degrees from the University of Chicago and an M.A. from Harvard..."

BIGELOW-SANFORD STUDY UNDER WAY

The School's two-year program of education and research in executive development at the Bigelow-Sanford Carpet Co.'s Amsterdam plant is now well under way.

Prof. Robert H. Ferguson has already concluded a five-week course in fundamentals of business economics for the Bigelow-Sanford trainees and Edward J. Riley, manager of community relations for General Electric Co., has launched a four-session course on community relations.

Other courses tentatively scheduled for the Bigelow-Sanford trainees this year include elements of supervision, plant organization and management, industrial engineering, and quality control. The last four will be conducted by members of the faculty of Sibley School of Mechanical Engineering at Cornell.

The two-year program, which began in early October, is designed to help employees at the Amsterdam plant prepare for positions of leadership in the company. Twenty specially-selected members of the Bigelow-Sanford staff are participating. The project also affords an opportunity for members of the school's faculty to do research on the effectiveness of such a long term in-plant program of education.

When the program was initially announced, President Malott of Cornell hailed it as "one of the most significant educational projects ever undertaken by a university inside an industrial plant."

ECA TURKS TO RETURN TO ITHACA

The group of 16 Turkish engineers and technicians are on the last lap of their 12-weeks of in-plant training. On November 26 they will return to Ithaca for a period of report-writing, evaluation and consultation. They will leave around December 12 for a brief visit to Washington before returning to Turkey. During their stay in Ithaca they will be housed separately in rooming houses.

Professor Rudolph Corvini, project manager, is now visiting the Turks, who are scattered around the country. His itinerary includes Tennessee, South Carolina, Georgia, Alabama, Michigan and Pennsylvania.

ASSISTANT DIRECTOR TO NEW YORK EXTENSION OFFICE NAMED

Richard Frank of Great Neck, L.I., has been appointed effective November 1 assistant director of the New York Metropolitan Extension office. He will work with Professor Effey Riley, director of the New York office, with special attention to extension programs for business organizations.

A graduate of Yale, Frank has for the past two years been employed by the O. E. McIntyre direct mail advertising firm, Great Neck, where he rose to plant manager. Previous to this he was assistant to the president of a leather company in Newark, N.J.

During World War II Frank was a Japanese language expert with the Military Intelligence Service.

BOOKS FOR EUROPE COMMITTEE FORMED

At a meeting on November 6 the preliminary plans for a "Books for Europe" campaign were discussed. Under the faculty leadership of Professors Jean McKelvey and Charles Gulick, the committee is composed of faculty, grads, and undergrads. The Committee was formed to help replace books destroyed by the totalitarian governments in Europe. Any students interested in helping on this project are urged to contact Chuck Christensen '52.

IIR STAFF SPEAK TO EXTENSION GROUPS

IIR staff are currently participating in three series of extension lectures in widely-separated parts of the state.

One is a seven-week course for members of the Schenectady Industrial Club on the human aspects of supervision, collective bargaining, and wages, prices, and profits. Instructors for that course include Professors Robert H. Ferguson, N. Arnold Tolles, and Robert Raimon from the school, and Robert G. Lanzit, personnel and sales manager for the Trojan Maid Co., Troy.

A series on human relations is being conducted for the Rochester Personnel Women's Club with Dr. Temple Burling, Professors Earl Brooks and Alpheus W. Smith, and Edith Lentz from IIR doing the lecturing.

"Toward Understanding Industrial Relations in a Defense Economy" is the subject of a series of five lectures being held in Syracuse with the cooperation of the Division of Placement and Unemployment Insurance and the Training Division of the New York State Department of Civil Service. Professors Maurice F. Neufeld, M. Gardner Clark, N. Arnold Tolles, Alpheus W. Smith, and Leonard P. Adams are participating.

STUDENT INTERVIEWED BY SWEDISH NEWSPAPERMAN

A Swedish newspaper is preparing a story with pictures on IIR graduate student Ulla Nelson of Sweden and her current studies at IIR. Olof Starkenburg, American correspondent for the Stockholm Expressen learned of Miss Nelson's presence at IIR through a publicity release prepared by the Public Relations office and drove from New York to Ithaca to interview her.

She was employed as a personnel officer at the Helsingborg Gummifabriks Aktiebolag.

PETER PARKER RUNS A CLOSE RACE IN RECENT BRITISH ELECTIONS

Peter Parker, Britisher who did graduate work at IIR last year, ran for parliament on the Labour ticket in the constituency of Bedford (near Cambridge) in the recent British elections. He lost out by a narrow margin to C. Soames (son-in-law of Churchill) of the Conservative Party. The balloting was as follows:

C. Soames (Conservative)	23,278
P. Parker (Labour)	20,492
Philpott (Liberal)	3,323

The vote for Parker was a record for the Labour party in Bedford.

DAVE HYATT GOES WITH INSTITUTE OF INTERNATIONAL EDUCATION

Dave Hyatt, formerly director of public relations at IIR, writes to the Public Relations Office about his new position as assistant director of publicity and public relations, for the Institute of International Education.

Of his new job, he says, "Sounds like it will be a challenging and fascinating job. It puts me in the center of things I'm more concerned and interested in than anything else - excepting my family - international relations.

"We've bought a house at Rowayton, near Darien (Conn.). It's within walking distance of the beach and 45 minutes by train to New York. We expect to spend our summers as beachcombers."

Hyatt, since he left IIR last year, has been manager of public relations for the Hartford Accident and Indemnity Company.

Don Shank, former director of student personnel at IIR, is vice president of the Institute of International Education.

LIBRARIAN MILLER EDITS NEW PUBLICATION

ILR Librarian J. Gormly Miller is editor of a new library information bulletin entitled "State University Library Gazette." Making its first appearance October 1, the Gazette is intended for all staff members in all state unit libraries. It is expected to increase effectiveness of library services by providing a medium of exchange of ideas and information. For the present it will appear every two months.

In addition to general library news, the bulletin contains a calendar of events, news and notes, trading post, and new publications.

WEST GERMAN LEADERS ARE VISITING ILR

A group of West German labor, management, and educational leaders interested in establishing a school in Germany similar to the School of Industrial and Labor Relations arrived November 11 for a two week stay.

The group of eight, which includes a sociology professor, a labor adviser to the West German government, and a representative from a German Works Council, is working on plans to develop such a school of labor-management relations at Stuttgart, according to officials of the Cornell School.

Their trip to Ithaca has been arranged through the Office of International Labor Affairs of the U. S. Department of Labor. While they are here they will interview faculty members and administrative officials on the organization, instructional program, and activities of the School.

ILR'ERS SPEAK IN WASHINGTON

Professors Earl Brooks and Temple Burling addressed the Inter-Agency Institute for Hospital Administrators at Washington, November 2.

Professor Brooks talked on "The Role of Executive Leadership in Effective Organization and Management," and Professor Burling on "The Psychology of Human Relations and Its Application to the Hospital Situation."

The institute was conducted by the Federal Security Agency, Public Health Service, with participation of the Army, Navy, Air Force, Veterans Administration, Bureau of Indian Affairs, and Public Health Service.

GERMAN STUDENT VISITS CONNECTICUT PLANT

When Clarence Wimpfheimer, president of American Velvet Co., visited I&LR recently, he extended a gracious invitation to members of the West German group to drop in and see him at the American Velvet plant at Stonington, Conn., whenever they got a chance.

Two weeks ago Herta Richter, one of the two girls in the German group, took him up on his invitation and was given a royal reception.

Arrangements for her to make a trip to the Stonington plant were made by Prof. John Windmuller, in charge of the German group, and Aubrey Whitelaw, public relations director for American Velvet. Herta got a ride to New York City Friday afternoon, stayed overnight at Bea Clarke's apartment there, and continued on to Stonington by train Saturday morning.

She spent the weekend at the Whitelaws' home in Stonington and visited the plant Monday. Mr. Wimpfheimer, who had been in California, returned Monday in time to chat with her for a few minutes at the plant. She then flew back to Ithaca via Robinson Airlines at the company's expense. It was her first flying experience and she enjoyed it very much.

Herta, who comes from Allendorf, Germany, is employed as a secretary in her father's spinning mill. She is a member of the textile union at the plant and interested in studying employee labor relations.

IRRA MEETING HELD (by Prof. V. H. Jensen)

Thursday evening, November 1, the local chapter of the Industrial Relations Research Association held its first meeting of the current year. Prof. Charles A. Gulick of the Department of Economics of the University of California and visiting lecturer in the School this term talked about the difficulties he had in conducting the research and some of the experiences he had in gathering material for his volumes on the Austrian working class movement which were published under the title of Austria: from Habsburg to Hitler. The two volumes have been translated into German and have been sold very widely in Austria. As a matter of fact, Prof. Gulick received the prize of the City of Vienna in May 1950 for his outstanding work. This prize is one of ten given each year for the most eminent work in various fields. Prof. Gulick is the only foreigner who has ever received such a prize. It is little wonder, of course, that his work has been so widely acclaimed in Austria because it deals with the social problems and events which have so intimately determined the experiences of the lives of these people over the last three decades or more. Prof. Gulick's books have been reviewed in approximately 30 Austrian newspapers. It may be of interest, too, that in September 1950 the book was confiscated and its sale prohibited in part of the Russian Zone; also, that Prof. Gulick has been damned four times in the Lower House of the Austrian Parliament and twice in the City Council of Vienna; four of these condemnations coming from Fascists and two from Communists.

All faculty and students who attended the meeting spent a constructive and enjoyable evening and it is hoped that subsequent meetings of the local chapter will be as enriching.

This opportunity is taken to invite all undergraduates and graduate students and faculty members who are not now members of the Industrial Relations Research Association to do so. Professor Jensen is president of the local chapter, Dalton McFarland is secretary-treasurer and the board members are Fraeda Aronovitz, Richard Martin, Professors McKelvey, Neufeld and Tolles. Anyone seeking to know more about this organization should feel free to get in touch with Dalton McFarland or any of the other officers and board members. Watch for the announcement of the next meeting. The last Thursday of each month has been tentatively set as the meeting night of the local chapter.

PROF. WHYTE'S BOOK DRAMATIZED

ILR's William F. Whyte, when he wrote "Pattern For Industrial Peace", a research study into human relations at Inland Steel's Chicago plant, little realized that he was fathering a potential Broadway success.

Prof. C. Kenneth Beach reported that he recently attended a Bigelow-Sanford Carpet Co. management meeting in Great Barrington, Mass. One of the highlights of the meeting was a full-scale stage dramatization of Prof. Whyte's book, performed by Bigelow-Sanford management personnel. The script was written by members of the company personnel department.

"It was a very good job," Prof. Beach reported. "The vice-president of Inland Steel, who appears in both Prof. Whyte's book and the play, was on hand to watch it. And just to make sure the Bigelow-Sanford men were drawing the proper lessons in human relations from the Inland Steel experience, the company even conducted a short quiz on the play after they presented it."

MARTHA SIMON TO BE MARRIED

Martha, secretary to Prof. James Campbell of Student Personnel, has a diamond announcing her engagement to Frank Conway of Ithaca. The wedding will take place Thanksgiving Day at Newman Oratory, Ithaca.

Martha hails from Toledo and prior to coming to ILR last May was secretary to Herbert Williams of Cornell Admissions Office. Mr. Conway is business manager at Biggs Memorial Hospital. Martha plans to continue working.

PEOPLE ARE WONDERFUL

Library staff members Lee Eckert, Grace Horton, Kaye Spinney and Carmine Yengo are being tutored in German by Mrs. Lilly Reichmann, part-time research associate. These ILR'ers feel the need for a knowledge of German in their library work.

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Don't mention Hallowe'en to Eleanor Biles, secretary to Professor Jensen. On that evening pranksters slashed two of the tires on her car so that one tire was ruined and the other had to be retreaded.

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The Phil Foltman family has a new member: a month-old Irish setter pup named Snipper. Snipper hails from Candor and was delivered by Bob Risley.

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W. R. Brossman, director of publicity for Cornell, spoke on publicity at Cornell on November 7 to the extension class in Public Relations. This class for non-professional staff meets each Wednesday and is usually taught by Prof. Wayne Hodges.

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At a recent annual board meeting of the George Junior Republic, Freeville, N.Y., Prof. Lynn A. Emerson of ILR was re-elected director. George Junior Republic, located near Freeville (9 miles east of Ithaca) is a school founded for young people from broken homes. The students have their own currency, their own courts, etc.

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Preparatory to accompanying her husband on sabbatic to Italy next semester, Mrs. Maurice Neufeld is diligently studying Italian; helping her with the language is graduate student Alberto Armani who hails from Rome, Italy.

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Ellen Basler Duflocq, former secretary to Prof. Lynn Emerson, visited the School recently. Husband Bob, '51, has a new position as assistant personnel director, Pefizer Chemical Co., Groton, Conn.

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Henry Landsberg, candidate for a Ph.D. who has been in Biggs State Hospital near Ithaca for the past two years, was married June 11 to Miss Betty Hatch.

Monica Daly, secretary to Robert Risley, with two girl friends, visited Harrisburg and Washington the weekend of November 2-4. They hit the high spots of Washington, but what impressed Monica most was visiting the state legislature at the Pennsylvania state capitol and sitting in the governor's chair.

Veterinary wives Alice Duberman, Mary K. Sullivan and Ginny Wallace meet weekly with College of Veterinary staff to get a bird's eye view of that field.

Hyman Shatsky '51 met with students of Prof. Brophy's class in "Personnel Functions of Supervision" October 26. Shatsky is with the industrial relations department, G.H.R. Foundry Division, Dayton Malleable Iron Co., Dayton, Ohio

Adrienne Smith, secretary to Professors Gordon and Raimon, hails from that year-round vacation spot, Lake Placid. Although she enjoys outdoor sports and was practically brought up on skis, Adrienne finds the climate too rugged for her when she returns home for visits. Adrienne attended the University of Vermont and is a Katherine Gibbs secretarial school graduate.

On the morning of Ithaca's first snowfall, Jerry Rounds of Materials Lab tangled with a loaded bread truck which landed on its side. The truck, in attempting to pass Jerry's car, skidded and turned over. Don Piper wondered why Jerry didn't bring some baked goods for the coffee hour.

Jim Oomrigar '53 spoke October 11 to the industrial relations section of the Tompkins County League of Women Voters on the Point Four program as it relates to India. Professor Gardner Clark reports that the talk was very well received.

Alice Duberman, secretary to Prof. Tolles, drove to New York last month to meet her mother whom she had not seen for two years. Alice's mother, who lives in California, flew east to visit relatives.

Reminiscing and the "old days" were in the air at ILR not long ago when custodians Ed Sheldon and Russ Hovencamp each brought in snapshots of "their younger days". The first showed Ed seated in a racing sully hitched to a pair of oxen at the Dryden fair back in '09; Russ displayed a picture of himself at the driver's seat of a 1935 model home-made "covered wagon" drawn by a Shetland pony.

Lou Abrams, M.S. in ILR '51, is now with the Construction Industry Commission, Washington, D.C.

Nancy Eisenberg '55 informs FOI that the actual number of twins at ILR is four, rather than 3, as reported in the last issue. She says, "I'm a twin, too, and my identical twin sister attends the Tobe-Coburn school for Fashion Careers in New York City (on a full scholarship)."

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Tess Haley and Mary Martha Ryan, former ILR'ers, visited the School the week-end of the Columbia game. They wanted to be remembered to all their friends. Both are still working in Rochester.

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Prof. Gardner Clark discussed "Labor in Soviet Russia" October 28 at a meeting of the Adult Discussion Group in Forest Home Chapel.

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The water fountain in the upper hall has been exhibiting signs of temperment; first the pressure was too low, but later it was over-remedied and squirted water over both the drinker and the floor. It seems back to normal now.

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Jean Wells, candidate for an M.S. at the School, writes to Professor Tolles from the Bureau of Labor Statistics, Washington, D.C., where she is working and writing her thesis: "Getting in the swing of wage work was much easier than disciplining myself to swivel in one spot eight hours a day...Am enthusiastic about the national studies. Field work was interesting in my youth but now the Washington office is more my speed! The secret of my success in writing my thesis is the Library of Congress where I find the quiet diligence of fellow-Washingtonians a good example." Jean's Washington address is: 236 Massachusetts Ave., N.E., Washington 2.

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Dr. John Butler, industrial psychiatry fellow at ILR, on October 30 addressed a group of senior officers at Sampson Air Force Base on "Problems of Handling Maladjusted Persons." He also will address a feed dealers meeting in Batavia on November 19.

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Professor Earl Brooks attended the annual meeting of Profit Sharing Industries in Detroit November 12 and 13; on November 29 he will speak in Cincinnati at a meeting of the National Optical Wholesale Association.

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2nd Lt. Alan Underberg, '51, writes to Prof. McKelvey from Griffiss Air Force Base, Rome, N.Y. He reports that he has been accepted at Public Relations Officer School beginning January 7. The ten-week course is given in New Rochelle, N.Y. After getting out of school he'll be re-assigned as a public relations officer either for some general or an organization.

MAN OF THE WEEK

A man of varied talents who once acted as "docent" for the Columbia Museum, Dubuque, Iowa and served as editor of the "Cultural Antiquarian," a national magazine devoted to the promotion of arts -- Professor J. James Jehring.

A native of Iowa, he received his B.A. cum laude from Dubuque College, and his M.A. in 1946 from State University of Iowa with a major in industrial accident prevention. He also did graduate work at Catholic University of America and at University of Chicago.

His extensive work experience includes clerk in payroll department, assistant to personnel director, and cost estimator for a commercial concern; instructor at Loras Academy where he taught five subjects; assistant state supervisor of remedial education survey for University of Iowa.

For the five succeeding years he served on the Purdue University staff as district representative of technical extension services in northern Indiana, and regional supervisor of Purdue technical institutes.

Coming to IIR in 1946, Professor Jehring first was assigned to the extension division. He later developed the School's audio-visual division which he now heads. Under his direction the library of audio-visual materials has grown to be outstanding in its field in the country.

Jehring and his staff, at the present time, operate from two headquarters - the Old Armory where he is working with Prof. Lynn Emerson on instructional materials; and the audio-visual lab (Room 14) at IIR. Secretary Shirley Bruce is housed in the Old Armory office, while grad assistant Mike Lysak presides over the film file in Room 14.

Despite his interest in industrial accident prevention, Professor Jehring has a propensity for becoming involved in minor accidents. IIR'ers will recall his falling down a flight of steps headfirst into a water fountain. He gamely posed, complete with bandaged head, before a safety poster.

In addition to teaching a course in Industrial Safety, Jehring is supervising the making of two film strips. One is a sound-color film on "What is Industrial and Labor Relations" undertaken by grad student Sid Warner; the other is a strip on public relations done jointly by undergrads Bill O'Donnell, John Shearer and Linda Van Dyne.

Admitting that he is a typical mid-western "joiner", he claims membership in the American Society of Safety Engineers, University Film Producers Association, New York State Audio Visual Council, American Association of University Professors, Industrial Relations Research Association, Department of Audio Visual Instruction of the National Education Association, and last but not least, the Ithaca Automobile Club.

Jehring's principal hobby runs to antiques - he collects and refinished antique furniture and buys old paintings and etchings. He owns an 18th century Italian painting, a modern abstract, an etching of a cow done by the greatest American etcher of bovine quadrupeds, and several early American bird paintings on silk done by early American females (around 1860).



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December 10, 1951

ECA TURKISH GROUP SOON
HOMEWARD BOUND

The 16 Turkish engineers and technicians who studied at IIR this summer under E.C.A. auspices arrived back on the campus Nov. 26 after traveling 75,000 miles in a group of 12-week tours that took them to more than 100 factories and mills throughout the United States.

The tours were designed to acquaint them with the latest production methods and industrial management techniques in American industry and were financed with ECA funds and arranged by the IIR School.

The Turks did not make the trips in a single group. Some traveled alone and others traveled in small teams, so that each man only visited plants in his own particular industry.

They are now spending two weeks at IIR evaluating the results of their trip and on Dec. 12, will leave for Washington, D.C. where they will personally report to ECA officials on the tour. They are tentatively scheduled to start their return to Turkey via boat and plane late this month.

Two of the Turks, Cemal Yegen and Fazil Kutaydin, both chemical engineers, will spend three months in Great Britain as guests of Imperial Chemical Industries, Ltd., studying dye manufacturing at Imperial Chemical, before returning home.

PROF. ELEANOR EMERSON REPORTS
ON WORK IN GERMANY

West German trade unions and adult education leaders are teaming up to bring industrial and social democracy to German workers via the classroom, Prof. Eleanor Emerson of IIR reported on her recent return from three months in Germany.

Prof. Emerson worked as a U.S. State Department advisor to the West German Arbeit und Leben ("Work and Live") workers' education program being carried on principally through efforts of adult educators and trade union leaders.

Because a large percentage of West German workers left school at the eighth grade and either went into vocational training or took jobs, she pointed out, many of them are severely handicapped in their union, social, or political contacts in Germany.

"A great many lack confidence in their ability to function as effective trade union members or to participate in community affairs because their

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general education was cut short," she explained.

The Arbeit und Leben program is designed both to help fill in gaps in the workers' general education and to help them develop their social intelligence so they can participate in union and community affairs.

The democracy-building potential in such an educational program, Prof. Emerson pointed out, is obvious and for that reason the U. S. government has interested itself in it -- to the extent of supplying financial aid and advisers from American adult education circles. The program actually is only now getting under way in the U. S. zone, although it has been functioning in the British zone for two years, largely because of the British Labour government's intense interest in worker education.

Trade union leaders take responsibility for recruiting workers for the classes and discovering worker educational needs, and the adult educators assume responsibility for establishing and maintaining the classes. Instructors are usually university, college, or high school teachers, who work on a part-time basis.

"One of the most significant things is to see these union leaders and educators, with their widely divergent educational, political, and social backgrounds, working together to bring general education within reach of the great mass of German workingpeople," Prof. Emerson declared.

The classes, conducted on a much more intensive basis than most American worker's education programs, are usually two-hour sessions held twice a week and run for a period of about nine months. Course content is built around the individual worker's needs and varies accordingly, but some courses currently being taught are social problems, economics, problems of industrial management, and the history of labor. Standards are high.

The workers are also taught study methods -- how to read quickly and pick out the central thought from books and articles; effective speaking and writing; and how to take notes.

"Germans, to whom the teacher constitutes more of a symbol of authority than in America, place great emphasis on note-taking," Prof. Emerson said. This tendency toward authoritarianism has made it difficult to get workers to participate easily in "give and take" class discussions, she added, but instructors are working hard to break down the barriers to such participation.

Another difficulty encountered is the preference of German educators to start out with theories and then apply them to practical situations, rather than highlighting the practical situation and using it as a basis for going into background material, she added.

"For example, one instructor spent hours describing the Schuman plan and explaining what it could do for West German industry," she said. "When he got through, his students still wanted to know how they could get more coal for their homes. He could have started with a question like that and worked back to the Schuman plan."

But such stumbling-blocks are rapidly being ironed out, she added. And although the program is still largely on an experimental basis, she declared, "it has the earmarks of a mass movement that could sweep all of Western Germany."

NEW FILM LISTING AVAILABLE

An up-to-date listing of audio-visual materials on file at IIR School has been issued this month by the Instructional Materials Laboratory. It contains a listing of motion pictures, sound slide films, slide films and recordings available for use of school staff, on campus, and in extension. Materials may be ordered by the campus staff by contacting the Instructional Materials Lab, Ext. 4434 or Ext. 4448.

GRADUATE APPLICANT DECIDES AGAINST ENTERING ILR

Prof. C. K. Beach's office is still recovering from the shock of this one: He and Prof. Earl Brooks recently received a letter from a prospective graduate student who planned to enter ILR in February. She states that because of a very sudden change in plans she won't be entering Cornell this February - she will be getting married instead. She goes on to say that she decided to have her personal history sheets printed and this involved consultation with the printer. One conference with the printer seemed to require another and somehow things "digressed", and she found herself planning to marry the owner of the printing company. Although she is sorry that she will not be coming to ILR and will miss the school and faculty, still she wouldn't change her mind for anything.

NEW BROCHURE AVAILABLE

A new brochure on opportunities in the field of industrial and labor relations, entitled "Working in Industrial and Labor Relations" and authored by Prof. Felician F. Foltman of the placement staff, has just been issued by the school. The 12-page booklet, printed in blue on white, is designed for distribution to prospective students and describes job opportunities available in the field and the school's training program.

ILR STAFF PARTICIPATES IN FREDONIA MEETING

"Teaching Industrial and Labor Relations in Our Public Schools" was the theme of an all-day conference at Fredonia on November 17 conducted by ILR Extension staff with the cooperation of State University Teachers College at Fredonia. Present from ILR were Professors Alpheus Smith, James Campbell, Betty Barton, Mrs. Lois Gray of the Buffalo Extension office, and grad assistant Bill LaRue.

Professor Smith served as conference moderator, while Professor Barton spoke on "Using Living Materials." Harold Steffen, ILR doctor's degree candidate, on the faculty of Buffalo State Teachers College, spoke on "Using Audio Visual Materials."

MILK NOW AVAILABLE TO ILR'ERS

Most ILR'ers are probably aware by now that either white or chocolate milk is available at the school for lunches or in-between-meal snacks.

A milk-dispensing machine is advantageously located in the student lounge. By inserting a dime or two nickels the purchaser may be provided with a half-pint paper container of either white or chocolate milk. Straws are also furnished.

Total capacity of the machine is 216 containers; however, according to the Cornell Dairy Department "milk man" who services the machine, preference is for chocolate by a ratio of 3 to 1. He fills the machine each morning and collects the money which has accumulated since the previous trip.

Similar machines are also located on-campus in Roberts Hall, Plant Science, Warren, Savage, Barton, and College Stores.

ILR STAFF MEETS WITH JOINT LEGISLATIVE COMMITTEE

The following ILR staff met with the Joint Legislative Committee on Industrial and Labor Conditions at their New York City meeting November 15. Professors Leonard Adams, Ralph Campbell, Arnold Hanson, Wayne Hodges, administrative assistant Robert Risley and Richard Frank of the New York Extension office.

The directors of Extension, Research, and Student Personnel reported on activities in their respective school programs.

BANG-UP IIR CHRISTMAS PARTY HELD

IIR'ers absented themselves from the all-school Christmas party held last Friday night at the Eagle's missed a bang-up affair. Much credit goes to the hard-working committee composed of faculty, staff, and students, both grad and undergrad. Committee members were: Grace Horton, Beatrice Clarke, Margaret Williamson, Adrienne Smith, Charles Meyer, Fred Golub, Hugh Law, William O'Donnell, Joan Hockert, Paul Napier, James Johnson, Frances Egan, and Norman Morse, and most important, general chairman, James Campbell.

In addition to plenty of refreshments, singing, and dancing, highlights of the entertainment were a fashion show, with prominent male members of IIR showing the latest in women's wear, group singing by the German and Turkish groups, a rendition of "The Night Before Christmas" by two infant members of IIR, and the two famous singing waiters.

LEONARD SAYLES WINS AWARD FOR WRITING

Leonard Sayles, researcher in Human Relations, has had two articles accepted for publication. One, entitled "Union Participation and Technological Change", to be published in "Human Organization" won for Sayles the Bronislaw Malinowski award of \$50.00. This prize is given for a paper on social effects of technological change by the Society for Applied Anthropology.

The other, "Seniority: International Union Problem" will appear in the January issue of "Harvard Business Review."

EXTENSIONERS ATTEND CONNECTICUT MEETING

On Dec. 6 Professors Ralph Campbell and Eleanor Emerson of IIR School, and Prof. Effey Riley of the New York Extension office, attended a meeting of labor relations centers' representatives at Storrs, Conn. Extensioners from Rutgers, Penn State, Rhode Island, and University of Connecticut, as well as from IIR, met together to exchange experiences and plans.

Bob Stutz, M.S. '49, of the University of Connecticut Labor-Management Institute, was in charge of arrangements for the program.

STYLE MANUAL IS REVISED

The revised edition of "A Manual of Style for the Industrial and Labor Relations School" is now available for distribution for classroom use, to individual students, and the secretarial staff. This second edition, revamped by editor Frances Egan, is a revised version of the original manual developed by Miss Vivian Nicander.

Put into use in 1949, this manual was written to serve the specific needs of the School; to set down the best methods, for the School's purposes, of writing footnotes and bibliographies, laying out a thesis, treating problems of style, handling tables and illustrations, and duplicating visual aids. Copies of this valuable aid can be obtained from the Distribution Center, Room 45.

PROF. FOLTMAN ATTENDS CAREER DAY

Prof. Felician F. Foltman of Student Personnel, pinch-hitting for Cornell University officials, attended College Career Day at Nyack, N.Y. November 19. Representatives from more than 90 universities and colleges across the country were present to talk with interested students. Forty-five of the Nyack students expressed interest in Cornell and I&IR.

JAPANESE STUDENT STUDIES LABOR RELATIONS IN U.S.

Graduate student Hideo Kawabuchi from Japan is one enterprising IIR'er who believes in making first-hand acquaintance with labor relations in the United States.

When he heard that the recent national CIO convention was going to be held in New York City, "Buchi" (as he is known in his classes), braved wintry weather and a night of sitting up in a bus to make a trip to the scene.

He spent two and a half days at the convention, listening to the speeches of such top CIO brass as Philip Murray and Walter Reuther and mingling with the hundreds of delegates on the convention floor.

The extremely likeable "Buchi", who commenced studies as a special graduate student at IIR this fall, probably has one of the most colorful backgrounds of any student in the school.

A lieutenant commander in the Japanese Navy during World War II, he narrowly missed a watery grave at the Battle of Midway. "Buchi", who served as a paymaster, was stationed on a cruiser assigned to the ill-fated fleet that was to take part in the Midway attack.

The fleet was maneuvering in the North Pacific in preparation for the battle when "Buchi" was suddenly transferred in mid-ocean to a destroyer bound for China. His ship, the cruiser, was one of the many Japanese vessels later sunk in the Midway action.

The 33-year-old son of Japanese criminal lawyer and grandson of a former attorney-general of Japan, "Buchi" started out in life following the paternal footsteps by studying at Tokyo University's Law School. But although family pressure was heavy on him to become an attorney, he actually cherished secret ambitions to be a diplomat.

"I had an uncle who served as Japanese consul-general at San Francisco and Seattle during the 1920's and early '30's, and he encouraged me," he recalled. (The uncle, incidentally, later became undersecretary of the Foreign Ministry in Tojo's war cabinet but was subsequently "purged" from the cabinet for refusing to cooperate with Tojo's war policies.)

Neither the law or diplomacy eventually called "Buchi", however. When he graduated from law school in 1941, he went into personnel work with a steel and iron plant controlled by the gigantic and semi-monopolistic Sumi Tomo interests. A few months later the Navy beckoned.

After the war "Buchi" returned to his old job. At that time the American occupation authorities were encouraging the growth of trade unions as a democratizing influence in Japan and "Buchi", even though he was a member of the plant managerial staff, helped organize a union for the plant employees. He studied many books on the organization and history of unionism in the United States and Great Britain to get ideas and later, after the union was established, served as its first secretary.

Since then, however, the Japanese Diet has passed legislation similar to the Taft-Hartley Act forbidding management personnel from taking part in union activities, according to "Buchi."

He later worked in the company's Worker Training Center and then was transferred to the firm's head office as deputy chief of the personnel section. When a chance came up for Japanese to take competitive examinations to study in the United States under Institute of International Education scholarships, he grabbed it and was one of a successful 460 out of 10,000 who took the tests. Why did he pick Cornell and IIR? According to him, Cornell is famous throughout Japan as one of the best American universities and as for IIR, he read about its program in publications put out by the U. S. Office of Education.

While here, he hopes to gain insights into American industrial and labor relations that will help him keep democracy in Japanese employee relations alive when he returns to Japan.

VIRGIL JAMES WRITES FROM TEXAS

Virgil James, Ph.D. '51, writes to Prof. John Erophy from University of Houston, Texas where he is chairman of the management department, College of Business Administration: "Frances and I have purchased a new home located in a new addition where houses are being erected on a mass production basis. The house will be air conditioned, the same as my office (thank heaven)... Houston is a delightful and prosperous young city with much to offer the newcomer.

The University of Houston has a total enrollment of almost 14,000. I have some 30 students working for Master of Business Administration degrees in my department. My hobbies are: raising funds for the business library and conducting panels on personnel management and industrial relations.

We watch the newspapers closely, following the Cornell football team and whatever news events that come from New York State. The Vetsburg clan does a splendid job of keeping us posted on "what goes on behind the scenes" in Ithaca."

PHIL FOLTMANS MOVE INTO NEW HOME

Six months after ground was first broken, the Phil Foltmans have moved into their new home on Sunrise Drive, just off the Coddington Road. The six-room house of contemporary design, with a series of picture windows, overlooks what Phil considers the most beautiful view in Ithaca. Ninety-five percent of the project was directed and done by Phil himself, with the help of a brother during the summer.

One of the real problems encountered during the operation was putting on the sections of siding, each weighing 170 pounds. Another minor problem was conducting "sightseers" around the place during working hours.

ILR'ers who gained real on-the-job construction experience include Robert Risley, Frank Bowen, John Slocum, Doris Stevenson, Jean Burnham, and Monica Daly.

MARTHA SIMON MARRIES ON THANKSGIVING DAY

Martha Simon of Student Personnel and Frank Conway of Ithaca were married at 10 o'clock Thanksgiving Day, Nov. 22 in Newman Oratory, Ithaca. The Rev. Donald M. Cleary officiated. Given in marriage by her brother-in-law, Lewis Curtis of Oneonta, the bride wore an amethyst velveteen suit, small hat of lavender feathers, and carried a corsage of lavender orchids. Mrs. Curtis was matron of honor for her sister.

A wedding breakfast for the wedding party and immediate family was served at the Statler Club.

For her wedding trip to Lake Placid and New York, Martha wore a gray suit with coral and brown accessories and a corsage of white orchids.

The Conways are living in the staff residence at Biggs Memorial Hospital where Frank is business manager.

PROF. BETTY BARTON ATTENDS DETROIT MEETING

Prof. Betty Barton of Extension represented ILR at the 31st annual meeting of the National Council for the Social Studies in Detroit November 22-24. She participated in a panel session on the topic, "Economic Understanding in General Education."

Professors Clyde B. Moore and Frederick H. Stutz of Cornell's Education Department also attended the Detroit meeting.

Professor Barton also spoke before the Erie County Council of social studies teachers November 27 in Buffalo on "Your Stake in Labor-Management Relations."

PEOPLE ARE WONDERFUL

Continuing the search for twins at IIR, we quote the following letter:
"I would like to inform FOI that the number of twins in the school is neither three nor four. I also have a twin sister (certainly not identical) who attends the Mandl School in New York City. I hope this bit of information will be of help in finally determining the correct number of twins at IIR."
Signed..Alan Frieman, '54.

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Prof. C. K. Beach attended the 45th annual convention of the American Vocational Association in Minneapolis, Minn., November 26-30. He addressed the National Association of Industrial Teacher Trainers on "Summaries of Studies in Industrial Education."

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As FOI goes to press, Dean M. P. Catherwood is continuing his work in New York as chairman of the state board of inquiry into the recent dock strike. The board is currently conducting closed sessions.

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Non-knitters are a distinct minority in the IIR staff lounge during noon hours. The majority of the girls are busily knitting. For instance, Lou Crews is working on her second child's sweater for a Christmas gift; Shirley Bruce is knitting a scarf, spurred on by Peggy Ohlander; Fran Reddick is working on a rose colored sweater; while Doris Stevenson varies the scene by cutting up stockings preparatory to making a hooked rug.

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Professors F. J. McCarthy and Isadore Blumen of the Statistics Division plan to attend the American Statistical Association annual meeting in Boston Dec. 27-29.

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Prof. Gormly Miller, Bernie Naas, Leone Eckert and Brad Shaw represented the IIR library at a meeting in Buffalo December 1 of the Western New York Chapter of Special Libraries Association. Lee Eckert served on a panel which discussed documentation. Prof. Miller is president of the Western New York chapter.

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Fred Horacek '52 writes from Aruba, Netherlands West Indies for a subscription to the I&LR Review. Fred, who worked for the Extension Division while a student, is personnel assistant, industrial relations department, for Lago Oil and Transport Co.

Prof. Earl Brooks sometimes has an unorthodox visitor in his Personnel classes. His beagle, Peppy, sometimes slips in to learn what he can about us humans.

Prof. J. James Jehring sold an article entitled "Film Utilization in Industry" to the magazine "Factory Management and Maintenance." The article is scheduled to appear shortly.

Shirley Bruce's husband, Bob, proved his prowess as a hunter by bagging a 130-pound six-point deer just 45 minutes after the opening of the season on Thanksgiving Day.

Prof. Alpheus Smith was a busy man on December 5; in the afternoon he spoke to Division of Placement and Unemployment Insurance staff of the state Department of Labor at Syracuse on "Human Relations in Industrial and Labor Relations"; while that evening he spoke to 50 G.L.F. employees at Ellisburg, N.Y. on "Leadership Climate."

Despite his busy schedule as school administrative assistant, Bob Risley has found time to complete two projects this fall: he has passed the German language examination for a doctor's degree, and has moved across the hall into his new office (Room 7). Considering the accumulated piles of bulletins, data, etc., this move was a major undertaking. Monica Daly has moved back into Risley's former office, while Lynne Flack and Katherine Bond occupy Room 4. Room 2 is thus left free for visiting dignitaries.

Extensioners have been busy elsewhere around the state: Ralph Campbell spoke to a group of feed dealers at Poughkeepsie November 29 on "Human Problems of Supervision"; while Alpheus Smith spoke November 26 before the Elmira Area Chapter of National Sales Executives Club on "The Will to Work."

Mrs. Edmunds, wife of ILR grad student Howard Edmunds, has joined the staff of the Tompkins County Department of Health as a public health nurse.

As a "Thanksgiving" gesture from her many appreciative "clients", Doris Stevenson was presented with two blouses and a signed card. Doris spends many lunch hours giving haircuts to feminine staff members.

Prof. Wayne Hodges of the Public Relations Office spoke December 5 on public relations before the Ithaca Naval Reserve unit.

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Jackie Kaldon is searching the market for an adhesive substance (preferably palatable) with which to stick a cake together. When baking a two-layer birthday cake not long ago, she removed the layers from the oven, only to have one layer fall to the fall, breaking in small pieces.

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The John Slocums announce the addition to the family of year-old Sally, born October 12, 1950. John, Ph.D. '50 is education director for Amalgamated Clothing Workers.

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Louis Salkever, Ph.D. '50, professor of economics at State Teachers College, New Paltz, concluded last month a 10-week extension course for ILR School on labor union history for officers and members of the Columbia County Joint Board.

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In company with guest Will Herberg and Prof. Chandler, Cornell professor of Economics, Prof. Milton Konvitz took part in a Students for Democratic Action-sponsored panel on "Freedom from Fear or Fear of Freedom" before an audience of about 250 in Barnes Hall, Sunday, November 19.

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Earl Kipp, M.S. in ILR '51, writes to grad assistant Charlie Meyer about his new job as assistant to Dave Iasser in the Research Department of IUE-CIO: "This is a fascinating job, but it's no 9 to 5 position; however the work is interesting and I am completely in charge of and responsible for any project assigned me. So far I've worked on the preparation of a model contract; wage and profit research for use in negotiations with the chains; preparation and presentation of a contract carrier's license case before the ICC; and a problem in tax amortization."

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Prof. Jean McKelvey, while traveling via Lehigh Valley from Ithaca to her Rochester home, had her hand shut in the train door. Although it was very painful, no bones were broken.

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The engagement of Miss Miriam Silverman of New York City to grad assistant Charlie Meyer, also of New York, was announced recently. The wedding will take place sometime after Charlie completes his master's degree in February.

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Prof. Alpheus Smith has been named as adviser this year to the ILR Student Organization.

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Bob Mulcahy, who did graduate work last year at ILR, writes that he has accepted a position as field supervisor for a New York City telephone company.

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At a recent ILR faculty meeting Prof. Duncan MacIntyre was elected a delegate to a conference in New York December 7-9 to explore the feasibility of establishing a State University Faculties Association.

Dean M. P. Eatherwood is being written up in the "Who's Who" column of the December State University NEWSLETTER.

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Grad student Elton (Keedo) Phillips sports the only Eskimo-tailored fur coat at ILR. This light-weight lynx parka with wolf cuffs is sewed with sinews and has decorative insets of calfskin. Keedo reports that the coat, if purchased in the States, would cost around \$450.

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Prof. J. J. Jehring, ILR audio-visual expert, is author of an article, "Can Classroom TV Follow These Proven Audio-Visual Principles?" in Issue Two, Volume 7, 1951 of SEE AND HEAR.

WOMAN OF THE WEEK

A sunny, southwest office on the second floor of 5 East Avenue is headquarters for the blonde, athletic-minded girl who efficiently heads up the Human Relations office staff, Mary K. Sullivan by name.

Although a native of Shaker Heights, Ohio, Mary K. feels very much at home in Ithaca. She first arrived here in 1944 as a freshman in Cornell's College of Arts and Sciences. Perhaps one reason she is fond of Ithaca is that it was here in her sophomore year that she first met her future husband, Sully, a pre-veterinary student. She and Sully were married the week following her graduation in 1948.

While Sully continued his veterinary studies, Mary K. took a stenographic position in the former Bureau of Educational Research at Stone Hall on the Ag campus. Six months later, when that office was discontinued, she transferred to ILR. She has worked in the Human Relations Division, first for Dr. Temple Burling, later for Professor William Whyte, division head.

Other work experience for Mary K. includes one summer in the personnel office of a Cleveland department store.

A devotee of all types of sports, Mary K. lists golf, swimming, tennis, baseball and skiing among those she enjoys. She played right field on the ILR girls' softball team last year.

Although housework as such holds slight appeal for her, she is interested in cooking "when she has time." Knitting argyles is another of her accomplishments. She finds time for ILR staff organization committee work and is also active in Alpha Omicron Pi alumni work.

The Sullivans newest interest is their two-month-old gray kitten, dubbed "Little Stupe." The kitten was rescued from destruction at the Vet College where Sully serves as medical interne in the Small Animal Clinic.

Mary K. looks forward to the time when, his internship completed, Sully sets up a veterinarian practice. She expects to be fully occupied keeping accounts straight and serving as receptionist.