



MARCH 22 - SPRING VACATION

PROGRAM UNDERWAY TO AID SECONDARY TEACHERS

IIR is undertaking a program to aid New York state high school teachers in developing course material on labor-management relations for use in secondary schools.

The School, through workshops, conferences, and institutes, will help interested social studies teachers gain a better understanding of the relatively new field of industrial and labor relations. It also will assist them in developing material on the subject that might be utilized in their courses in American history or problems of democracy.

The program is in answer to requests for information on industrial and labor relations from state teachers and will be conducted principally by the School's Extension Division with the full-time concentration of Miss Betty Barton.

"Pilot" institutes and conferences on labor-management relations have already been held by the School in the New York City, Poughkeepsie, Peekskill, and Fredonia areas. One is currently being conducted at Troy for approximately 30 Troy area teachers.

In addition, the School is planning possible texts on industrial and labor relations that might be used in secondary schools.

"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 and Labor Relations

\$50,000 HOSPITAL STUDY LAUNCHED

An intensive two-year investigation of human relations problems within hospitals, to be financed by a \$50,000 grant from the American Hospital Association, was launched last month.

The study will investigate relationships between professional and non-professional workers in hospitals, their motivations, problems, and strains; the supervisory systems within hospitals; and problems of communication between hospital departments and within the hospital hierarchy.

Members of the School's staff have already been conducting similar studies of human relations problems in two Central New York hospitals over the past two years. The present study will be an investigation in a group of probably one large hospital and several very small hospitals, selected for the project in cooperation with the American Hospital Association.

An advisory commission for the study of human relations problems in the hospital organization, headed by Dean Catherwood and composed of representatives of hospitals, the nursing and medical professions, and the public, will aid in carrying out the study.

Directing the project will be Temple Burling, M.D., professor of human relations at IIR, who will be assisted by Miss Edith Lentz and Robert Wilson, research associates. Dr. Burling and Miss Lentz worked on the earlier

(more)

study of human relations problems within Central New York hospitals.

Dr. Burling said a comprehensive report will be published when the investigation is completed and shorter articles on selected aspects of the study will be released during its course.

Members of the newly-formed advisory commission, which held its initial organization meeting last month at Princeton, N.J., are:

Dean Catherwood, chairman; Everett W. Jones, vice-president, Modern Hospital Publishing Co., Chicago; Kenneth Williamson, vice-president and executive secretary, Health Information Foundation, New York City; and Miriam Curtis, administrator, Syracuse Memorial Hospital, Syracuse, representing hospitals, Marion Sheahan, National Committee for the Improvement of Nursing Service, New York City, representing nursing, Norman S. Moore, M.D., Cornell University, representing the medical profession, Earl Brooks, Cornell University, and Conrad Arensberg, professor, Columbia University, representing education, Earl Planty, Johnson and Johnson, New Brunswick, N.J., representing personnel, Mrs. Frank Wiel, New York City, and Lesley Clute, president, board of trustees, Arnot Ogden Hospital, Elmira, representing the public, and George Bugbee, executive director, American Hospital Association, Chicago, Ann S. Friend, personnel specialist, American Hospital Assoc., Chicago, Temple Burling, M.D., Cornell University, and C. J. Foley, Journal of the American Hospital Assn., serving as ex-officio members.

GOVERNMENT, UNION OFFICIALS TAKE PART IN SEMINAR ON LABOR RELATIONS ABROAD

Key American trade union and governmental officials who have been working on labor problems abroad form the faculty for the graduate seminar on "Comparative Labor Relations" being conducted at ILR this semester by Professors Gardner Clark and Mark Perlman. The seminar is built around the topic, "The Impact of U. S. Governmental and Trade Union Activities on Foreign Labor Movements."

The bulk of the discussion will be handled by a team of visiting lecturers that includes such men and women as Richard Deverall of the International Ladies' Garment Workers Union; Alice Shurcliff of the Div. of Foreign Labor Conditions of the U. S. Bureau of Labor Statistics; Otto Kircheimer, acting chief of the Central European Branch of the U. S. Department of State's Division of Research for Western Europe; and Michael Ross, director of the CIO's Department of International Affairs.

Others who will lecture include Prof. Adolf Sturmthal of Bard College; Arnold L. Steinbach of the Labor Department's Office of International Affairs; Sam Berger, assistant to W. Averell Harriman, director of the Mutual Security Agency; and Val Lorwin, ILR grad student, formerly with the Department of State and the Labor Department.

DR. KONVITZ WILL LECTURE AT SALZBURG

Prof. Milton R. Konvitz will conduct a course and a seminar in labor relations during September at the Salzburg Seminar in American Studies (Austria).

The Salzburg Seminar was established after the war under Harvard University auspices to provide advanced studies in American civilization for students from England, France, and other West European countries.

Prof. Konvitz is the third Cornell faculty member to be appointed to the Salzburg Seminar faculty. Previously Prof. Jean T. McKelvey, also of ILR, and Prof. Henry A. Myers of the English Department, have lectured there.

YMCA GROUPS PLAN IIR INSTITUTE

Representatives of YMCA groups throughout the state met Feb. 20 at the School to confer with school officials on the program for a YMCA Institute, to be held at Cornell June 16-20.

At the meeting last month, the YMCA officials outlined "Y" interests in the field of industrial and labor relations, learned about the School's facilities for education in that field, and planned the program for the June institute with Alpheus W. Smith of the school, institute director, and other faculty members.

Professors Robert H. Ferguson, J. James Jehring, Duncan MacIntyre, and J. Gornly Miller will act as consultants for the forthcoming institute.

WEST GERMANS "TAKE TO THE ROAD"

The 23 West German trainees studying at the School will take a nine-day field trip by bus to such Midwestern industrial centers as Chicago, Cleveland, and Detroit during Spring vacation, Prof. John Windmiller, in charge of the group, announced.

Grad assistant Dallas Jones will accompany the West Germans who plan to visit several key industrial plants and union offices, including the CIO United Auto Workers headquarters in Detroit, possibly the Ford plant at River Rouge, the Chicago headquarters of the United Packinghouse Workers, CIO and the AFL Meat Cutters Union, the Chicago stockyards, and a Chicago packinghouse plant.

This semester the West Germans are participating in regular classes at IIR, as well as continuing their special courses in American industrial relations and democratic institutions. In addition they participate in special weekly seminars at which American government, management, education, and union officials who have worked with both American and West German labor problems speak.

Three members of the group -- Guenter Krueger, Thomas Ritscher, and Bernard Dambman-- will take part in a discussion of German unions' role in promoting democracy in West German with Prof. Jean T. McKelvey of IIR before the Foreign Policy Association of the Hudson-Mohawk area in Albany March 13.

Dambman and three other West German IIR students, all former prisoners of war, were featured in a story in the Sunday, March 3 issue of the Syracuse Post-Standard. Dambman, a former member of a German panzer division, was interned in an American P.O.W. camp at Fort Bliss, Texas; Horst Walther, formerly of the German Air Force and the infantry, was captured by the Russians and imprisoned in Siberia; Eric Herth, ex-German Navy man, was in an English prison; and Karl Von Heulson, former tank corps man, was interned by the Allies in his native Germany.

FACULTY MEMBERS PARTICIPATE IN ASTD CONFERENCE

Three members of IIR faculty will participate in the 8th annual conference of the American Society of Training Directors, March 12, 13, and 14 at French Lick, Indiana.

Prof. John M. Brophy will assist in conducting a demonstration on "The Workshop as a Training Tool", Prof. J. James Jehring will participate in a panel session on "Developing Effective Visual Aids", and Prof. Lynn A. Emerson will give a progress report to the ASTD's research committee on the manual he is writing on development of industrial training material.

Industrial and business training specialists from throughout the nation are expected to attend the conference.

PROF. N. A. TOLLES SPEAKS ON DEFICIT SPENDING

Deficit spending by the government during the present defense mobilization period should be avoided at all costs, "short of outright military defeat", Prof. N. Arnold Tolles of ILR told the January meeting of the Purchasing Agents Association of Central New York in Syracuse.

Prof. Tolles pointed out that the President's proposed 1952-53 federal budget could result in deficit spending of 14 billion dollars by the government next year. He predicted that this would cause a renewed outbreak of rising prices.

A sudden end to the Korean war might, however, bring about a slowing-up of military expenditures, he added, and thus lead to a business relapse.

But, he declared, "Assuming, as we may, that the spirit of Soviet aggression and the American will to resist this aggression will persist, it is price inflation, rather than business depression, that is to be anticipated, to be feared, and to be counteracted."

Although Prof. Tolles indicated that one possible way to combat the threat of increasing inflation lay in slashing the 51-billion dollar military budget proposed for 1952-53, he admitted that such a proposal would be "unpopular."

But he warned that using large amounts of deficit spending in the process of building up U. S. military strength would be "like an order to fire off all the available ammunition of a regiment during the training period."

"In the crisis stage of a major shooting war, deficit spending and the attendant measures of price control, wage control, and general rationing may all be justifiable," he declared. But high U. S. military authorities are the ones who are warning Americans that they are engaged now in a 'cold war' of indefinite duration, rather than a 'hot war' at the crisis stage," he pointed out.

The text of Prof. Tolles' talk was printed in the February issue of the "Central New York Purchaser."

INDUSTRIAL AND LABOR RELATIONS IN SAUDI ARABIA

Former ILR grad student Fred Manning reports from his vantage point in Saudi-Arabia. He is a personnel trainee for Arabian-American Oil Co:

"Last week I spent a considerable amount of time 'on-the-job' in Abqaiq District interviewing and counseling Arab employees. They were sent in to me with various grievances or needing discipline. It is a tremendous job, especially for a beginner like myself. I know what the well-established procedures as outlined by our textbooks are, but it doesn't seem to work out in practice here.

In the first place there is the language barrier. By the time the interpreter has completely garbled what you have tried to say, and the Arab has answered him, and it is translated back for you, somehow the direction of the questioning and counseling has been lost, and you end up with the feeling that you have absolutely failed to get across what you are trying to say...He does not reason at all as we do. For instance, we often get Saudis sent to us for refusal to do certain types of work, such as sweeping. When confronted with the facts of the case, the only reply he makes is, "I did not refuse to work." He repeats this over and over and will never admit his refusal, nor offer any explanation for his attitude.

Fully one-half of the Arabs on the payroll are Bedouins from the desert. As soon as he earns enough money to buy a gun or camel, back he goes to the desert. You can't appeal to him with ideas of security or loyalty or job satisfaction; he just doesn't understand what these things mean. After an hour of wrangling among the interpreter, you and the employee, the Arab answers that these are not interesting him and can he now have, please, two weeks off with pay so that he can visit his relatives?"

PEOPLE ARE WONDERFUL

Grad assistant Bill Hosking and Shirley are parents of a son, William Irving, born February 27. He is a little fellow, weighing $4\frac{1}{2}$ lbs; however, his father expects Bill, Jr. will eventually reach his size.

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Taking over Elizabeth Willmott's job in the Distribution Center is Mrs. Ardis Bowers, an Ithaca for the past 28 years. Mrs. Bowers, who hails from North Andover, Mass., first came to Ithaca as a piano student in the old Ithaca Conservatory. For the past ten years she has worked at the local Montgomery Ward store, first as sales clerk, then in the mail order department. Her daughter, Mary Jane, works in Roberts Hall for Prof. E. K. Hanks.

Liz Willmott, who quit the Distribution Center last month to take education courses at Cornell, works part-time in the Extension Division.

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Lou Crews, secretary to Professors McConnell and MacIntyre, is leaving ILR in mid-March to join her sea-going husband in Norfolk, Va. The Crews have purchased a home there.

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Martha Simon Conway of Student Personnel has taken over the position of undergraduate records clerk formerly held by Sydelle Puchek. Martha was formerly secretary to Prof. James Campbell.

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Dean M. P. Catherwood, who was chairman of the Board of Inquiry into the recent dock strike, will discuss the Board's report with members of the College Propeller Club at the N.Y.S. Maritime College, Ft. Schuyler on March 19. The session will be recorded for future broadcasting.

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Jerry Rounds of the Mailing Room has the school's first '52 Chevy -- an emerald-green four-door sedan.

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In a coffee-room discussion on the relation of length of ears to hearing ability, Professor Jehring remarked that length of ears is (ear)relevant

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Frank Mahaney, former ILR student, returned for a recent visit. He is organization and methods examiner for the Post Office Department in Washington, D. C. His wife, Nora, was formerly secretary to Prof. C. K. Beach. They are parents of two lively children.

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Monica Daly, secretary to Robert Risley, is resigning from IIR effective April 1. She hopes to be employed in the State Department's overseas program. According to her, she is willing to go anywhere on the globe except where "she has to be zipped into a fur suit." She is leaving the School March 18 but expects to be in Ithaca the remainder of the month.

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Shirley Bruce's husband, Bob, has purchased the Esso service station at the corner of West State and Taughannock Blvd. He was formerly a mechanic with Robinson Airlines.

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Ed Wickersham, Ph.D. '51, who has been employed by the College of Architecture for the past nine months, reported last month for duty with the Air Force at Wright-Patterson Air Force Base, Dayton, Ohio. He holds the rank of first lieutenant.

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Among IIR staff there are six sets of persons with the same last name: Most common, of course, is the name Smith. There is Adrienne, secretary in the personnel division, Alpheus Waldo of the extension division, and Jim at 5 East Ave.; next come the two Campbells, Jim of Student Personnel and Ralph of extension; the two Clark(e)s - Bea at 5 East Ave., and M. Gardner of the teaching staff; two Emersons - Eleanor of extension and Lynn of Materials Laboratory; a couple of Millers - grad assistant Frank of Human Relations, and J. Gormly, IIR librarian; and the uncle-nephew combination of Pipers, "L.R." of the custodian staff, and Don of the mailing room.

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At a library coffee hour presentation, Cynthia Collum, who left the IIR library last month, was presented with a china mug on which was painted (by colleague Joan Kainer) a faithful portrayal of Cynthia's day filing at the card files. At 9 a.m. she is pictured as erect and alert; at 3 p.m. she has slumped; and by 5 she is shown as completely "floored."

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Grad student Bill Watts is employed part-time in the School's distribution center where he manipulates the addressograph machine and makes plates for the addressograph; while grad student Jim Barry assists with assembling, etc. in the mailroom.

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Head cataloguer Kay Spinney of the IIR library journeyed to Cleveland February 28 to meet with the Subject Heading Committee of university industrial relations libraries.

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Place - waterfountain in upper hall

Cast - Paul Gordon, Phil Foltman, and Tom Johnston

Experienced fathers Gordon and Johnston giving advice and commiseration to "new father" Foltman.

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Prof. Lynn Emerson has contributed a special chapter entitled "Education for Industry" to a book, THE MODERN RURAL SCHOOL, recently published by McGraw-Hill in its series on education. Authors of the book are Prof. Julian E. Sutterworth of Cornell's School of Education, and Howard A. Dawson of the National Education Association.

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Maryrose and Bob Alexander, and son Tommy, have moved into their new home on Mitchell Street extension. Maryrose, former secretary to Professors Jensen and Mullady, would welcome visitors (and would probably hand them a paintbrush.)

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Jackie Kaldon, secretary to Prof. Earl Brooks, was involved in a five-vehicle accident on Oak Ave. hill February 28. Here's her crash-by-crash report:

"Some time between 8:30 and 8:45 this a.m. Harry and I were coming down Oak Ave. in our '39 Chevy. (Harry was driving.) At the foot of the street, we skidded and sideswiped a Pontiac parked there. We pulled over and parked in front of the Pontiac and got out to survey the damage. I stumbled and fell flat on my face. We started to write a note to the Pontiac's owner telling him of the accident, and just then a Chevy convertible came down Oak, skidded at the same place, and also rammed the Pontiac. The owner left the convertible where it was, and came over to leave a P.S. on our note to the Pontiac's owner. Just at that point, a Studebaker driven by the wife of ILR grad student Warren Green, came along in back of the convertible and skidded into its rear, causing the convertible to swing around in the street and ram into the front bumper of the Pontiac. A minute later, a Kaiser came along, heading up Oak, and just as the driver got parallel to the Studebaker, he skidded into the rear fender of the Studebaker. The only damage we know of was to the Pontiac and Kaiser - the side of the Pontiac is somewhat bashed in, and the Kaiser ripped its fender; the other three cars appear to be all right."

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Bea and Charlie Clarke have rented a six-room house at Glenside, just south of Ithaca. They plan to move their furniture up from their former New York home. The Clarke's also have a young Cocker named Midnight. Bea brought him to work the first few days since he cried from lonesomeness.

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When confronted by two articles, each carrying a picture of him, in the February issue of "Industrial Bulletin", Director of Research Leonard Adams commented: "Don't lay it on too thick, it burns the crops."

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During the past month Student Personnel staff has been busy in the field. Prof. Felician Foltman has made two trips to Washington, the first to develop placement contacts and meet with the Washington ILR alumni group, and the second, to attend the annual conference of the American Society of Public Administration. He also visited Pittsburgh and attended the personnel conference of the American Management Association in Chicago.

Miss Kathryn Ranck spent time in New York City in making placement contacts.

Grad assistant Frank Miller has received a letter from Prof. Charles Gulick, now traveling in Germany. He was visiting professor at ILR last term.

"Eltville, Germany, Feb. 13 -- Air France landed us safely at Orly Airport on Feb. 2. We have had snow in this area most of the time since we arrived. Heavy fog this morning. In other words, we are getting a combination of San Francisco and Ithaca weather. Our first day in Paris was spent in getting settled in a hotel on the left bank... We spent the next five days trying to keep warm and to find a small European car at a price that would leave us some chance of being able to ship it to Berkeley. We wish that we could manage to import some of the excess heat in the ILR buildings to our hotel room..."

"In Germany we finally bought a Prefect (British Ford) 4-door sedan. Have been having "the green bug" checked and repaired, getting international driver's license, etc... One evening we went (of all places) to a PTA meeting in Wiesbaden. They had come to listen to a panel discussion on the American mission in Germany... Now I must help my wife with the packing. Before I sign off, I want to thank all of you in my courses for your expressions of thoughtfulness and friendliness. They will always remain highlights of my term at Cornell."

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Prof. Robert Aronson, back at ILR from his current job of interviewing artists and actors in New York, reports that he has had to adapt his hours of work to fit the working day of those he is interviewing. He seldom can begin his work before 11:30 a.m. and reports he has become well acquainted with McSorley's bar.

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A card sharp has been discovered at ILR. Prof. Jesse Carpenter, with his partner, was top scorer at a recent meeting of the Ithaca Contract Bridge Club. The "Scrambled Mitchell" movement was used.

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JAY BRETT, ILR '53 IS CANDIDATE FOR STUDENT COUNCIL

The small red and yellow cards being displayed around ILR announce the candidacy of ILR undergraduate Jay Brett '53 from Buffalo for representative-at-large for the Cornell Student Council.

His platform in his own words "is no idealistic type of platform; rather I think that I can intelligently and realistically handle all problems facing Student Council. I have had experience in many activities in my three years at Cornell including -- varsity debater for the Cornell Debate team; announcer for WVER (student radio station); and member of ILR Student Organization."

Jay would appreciate any first place votes that are cast for him or even a second or third place vote, since a preferential system is used.

He emphasizes that everyone who is an undergraduate is eligible to vote, including girls, from all classes.

Election is Wednesday, March 12, with polling places at various spots on the campus. It is necessary to present your registration card when voting.

MAN OF THE WEEK

From pressmen to professor - this, in brief, is John M. Brophy's story. The completion of his higher education covered a period from 1934, when he first entered college, to 1947 when he received his Ph.D. from Cornell.

Prof. Brophy hails from Milwaukee, Wis. While attending high school, he sandwiched in some vocational training during summers and continued to study printing upon graduation. This background enabled him to get a job in press work even in those depression times. He held a card in the International Printing Pressmen and Assistants' Union No. 7 in Milwaukee.

Since the outlook for printing in 1934 was bleak, he entered Stout Institute, a 4-year professional school for training industrial education and home economics teachers. While there he served as foreman of their 21-employee commercial printing department. In addition, he was in charge of publications and gave technical lectures and demonstrations to undergraduates.

Graduating in 1938, he stayed on at Stout for three years as instructor. Meantime he earned his Master's at nearby University of Minnesota. Intending further study, he enrolled at the University of Wisconsin during the summer of 1941. However, with the coming of World War II, and with vocational schools being drawn into war-training, he took a position as supervisor of vocational education at Green Bay, Wis.; after a few months he moved to Madison where he served out the rest of the war as assistant state supervisor of war production training programs. During the summer of 1945 he taught at University of Florida summer session.

Knowing of Prof. Lynn Emerson's work at Cornell, Brophy enrolled with him for doctoral study, transferring later to ILR School. During this two-year period he served as research assistant to Prof. Emerson.

In 1947, with his Ph.D. completed, Brophy was appointed assistant professor at ILR; later being promoted to associate professor. He teaches courses in industrial education and personnel administration.

This semester, free from teaching, Prof. Brophy is conducting an 8-session extension course in conference leadership for the Pressware Division of Corning Glass Co.; and is in the beginning stages of a text on the administration of company training programs. With the text in mind, he is giving special attention to executive training for foreign service positions with American firms.

Next summer Prof. Brophy will teach a 3-week course at Florida State University, Tallahassee on the philosophy of vocational education, and the use of craft and apprenticeship committees. He is also tentatively committed to do research for the U. S. Navy after that date.

Prof. Brophy is a member of the American Academy of Political and Social Science, secretary-treasurer of the Industrial Training Council of New York State; and a member, central planning and research committees, of the American Society of Training Directors.

He is author of ILR bulletin, "Training in New York State Industries", and co-author (with I. Bradford Shaw) of the School bulletin "Industrial Training-- A Guide to Selected Readings."

The Brophy have purchased a home on South Hill for their family of eight children (including twin boys) and are active in following their youngsters' interest in scouting. Prof. Brophy serves as chairman of Cub Pack #12.

A large garden, a home workshop in which he keeps busy repairing toys, and frequent trips to Wisconsin to visit relatives and friends, round out the family's leisure time.

FLASH ** FLASH ** FLASH

Annual Application Period
for
Scholarships and other Financial Aid

March 15 - May 1, 1952

The Committee on Scholarships and Awards has announced that undergraduate students who will need financial aid for the school year 1952-53 may make application starting March 15, 1952. Application forms may be secured from Miss Anne Dimock in the Student Personnel Division. The deadline for filing will be May 1, 1952.

Students are reminded that awards are made on the basis of scholarship and need with the latter generally serving as the controlling factor.



HOW EDUCATED CAN YOU GET?

ILR's 38 professors, associate professors and assistant professors have attended 47 different colleges and universities for a grand total of 258 years. The 13 "most attended" universities are: Cornell (19 degrees), University of Chicago (9), Harvard (7), New York University and Princeton (6 each), Columbia, Universities of Illinois, Minnesota, and Wisconsin (4 each), and CUNY, Purdue, and Universities of California and Iowa (2 each).

One faculty member attended six universities, four attended four, eleven attended three, and twenty-two attended two.

Of this number of years spent in college, 120 years or an average of 3.1 years each was spent in graduate work.

Twenty-four of the 38 faculty members hold doctorates.

And 24 have had non-teaching work experience in their fields. The average number of jobs held, exclusive of teaching, by Ph.D.'s and non Ph.D.'s, is identical: an average of 2.8 jobs per person for each group.

According to Public Relations records, these faculty members, with only a few exceptions, have published

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PROF. KONVITZ GRANTED LEAVE

Prof. Milton R. Konvitz of ILR was one of four Cornell professors to be awarded fellowships for the 1952-53 school year by the Ford Foundation's Fund for the Advancement of Education.

The fellowship will make it possible for him to be on leave for a full year. During that time he will teach at the Salzburg Seminar in Austria and do research for a book he is writing on the Bill of Rights.

Prof. Konvitz was one of 246 successful applicants for the fellowships. A total of 1,158 applied from colleges and universities throughout the nation.

Prof. Konvitz, who has a law degree, has taught at New York University and the New School for Social Research prior to coming to Cornell in 1946.

He has served as public representative on the National War Labor Board (Region 2) and is currently serving as public representative, Regional Enforcement Commission of the Wage Stabilization Board.

In addition he is author of several books on civil rights and minority problems in the United States.

one or more articles or books. Of these most are in one or another field of industrial and labor relations, or in a closely allied subject. Some interesting exceptions are: a translation of Sophocles "Antigone", "Agricultural Depression and Farm Relief in England", "The South as a Conscious Minority", "Auto Repair Practice", "The Pre-Election Polls of 1948", and "Prose Fiction in English."

Among the 33 men represented in the survey, 17 served in the armed forces during World War II; 4 as majors or higher in the Army, 2 as captains, 2 as lieutenants, and 4 as enlisted men; in the Navy 3 served as lieutenant commanders, 2 as lieutenants and none as Navy enlisted men.

CONFERENCE TO BE HELD NEXT WEEK

A five-day conference on supervisory development for a group of operating supervisors from the New York Central Railroad in the Central New York area will be held April 14 to 19 at IIR.

Training will be given on conducting supervisory conferences and developing material for use in building leadership within the railroad's operating personnel. Prof. Earl Brooks will be in charge of the sessions.

NEW BULLETIN BY PROF. MCKELVEY APPEARS

The AFL's shift from an attitude of indifference toward problems of industrial production to an intense interest in them is described by Prof. Jean T. McKelvey of IIR in a booklet, "AFL Attitudes toward Production: 1900-1932", published last month.

This switch in union strategy, which evoked a storm of controversy, came largely in the 1920's and was exemplified chiefly by a rash of "union-management cooperation" programs, she points out.

Although the new policy generally met with failure, it set off a trend of union interest in productivity that continues today, Prof. McKelvey adds, revealing itself in such forms as the "annual improvement" factor in wage adjustments, labor's interest in national production goals as voiced by Walter Reuther of the CIO United Auto Workers; and union-management cooperation programs of the CIO United Steelworkers in some segments of the steel industry.

"The trend which William Green and Samuel Gompers set in motion has continued, with sensitive adaptations to the times," she declared. "The labor movement has come a long way from its early denial of any concern with industrial efficiency."

PROF. LYNN EMERSON WINS AWARD

Prof. Lynn A. Emerson of IIR was awarded a medallion for outstanding service and contribution to vocational education in New York State in 1952 by the New York State Vocational and Practical Arts Association at that organization's 18th annual convention in Syracuse April 3-5.

Approximately 200 teachers and administrators from throughout the state witnessed the presentation of the medal to Dr. Emerson.

Dr. Emerson, a member of the Cornell faculty since 1938, has written several books and articles on vocational education. He has just completed work on a book on "How to Prepare Training Manuals", to be published by the State Education Department.

SPRING "REVIEW" APPEARS

The growing jurisdictional conflict between state labor relations boards and the National Labor Relations Board and West German industry's phenomenal strike-free record since World War II are among topics discussed in the current issue of the Industrial and Labor Relations Review.

In an article on the labor relations boards' jurisdictional fight, Keith Lorenz, chairman of the New York State Labor Relations Board, warns that the state boards may soon join forces to bring the issue before the United States Supreme Court.

The fight is over which body should have the right to decide certain borderline cases. Lorenz claims that the definition of interstate commerce should be given a narrow interpretation by courts so that state labor boards will be able to handle more cases.

In an article on collective bargaining in post-war Germany, Clark Kerr, former director of the Institute of Industrial Relations at the University of California and now chancellor of that university, points out that the rejuvenation of the German economy has been achieved "in an atmosphere of almost total industrial harmony."

And this came about despite the fact that there was good reason to expect a substantial wave of strikes in Western Germany during the post-war years, he adds. Some of the factors that contributed to industrial peace in Germany, he said were:

A desire on the part of German union leaders that the nation's postwar economy should be soundly built, which in turn led to their advocating a policy of uninterrupted work, steady wage rates, and a minimum of social unrest.

Other articles in the current issue of the Review include an appraisal of the New York State Mediation Board by Arthur Stark; an analysis of grievance machinery in the railroad industry by Herbert R. Northrup and Mark L. Kahn; and an article on labor union lawyers by Robert M. Segal.

PROFS. BROOKS AND GORDON MEET WITH HOSPITAL GROUP

Professors Earl Brooks and Paul Gordon met April 8 with members of the Central New York Regional Hospital Council in Syracuse. Prof. Gordon discussed with the Council the research project on personnel administration which the School has conducted in three Council hospitals. Prof. Brooks led discussion focused on the role of the Council trustees in relations to hospital administrators.

Prof. Gordon also conducted the third in a series of seminars on Human Relations for the Nursing Council of the Health and Hospital Division of the Council of Social Agencies at Syracuse on April 3. His topic was "Effective Utilization of Hospital Employees."

Prof. A. W. Smith will speak to the same group May 8 on "The Will to Work and Leadership Climate."

APPEAL FOR BOOKS FOR FREE MINDS COMMITTEE

The faculty-student committee for Books for Free Minds makes a further appeal for books dealing with the social sciences, government, and industrial and labor relations in particular. These books will be sent to universities and trade unions in free countries throughout the world. According to Mrs. Lilly Reichman, chairman and Nancy Eisenberg, vice-chairman of the committee, books can be left in a box provided for this purpose in the student lounge or can be brought to Prof. Leonard Adams' office, Room 27.

The committee for Books for Free Minds was formed last fall by Professors Jean T. McKelvey and Charles Galick to help replace books destroyed by the totalitarian governments.

RESIDENT STAFF TEACH EXTENSION COURSES

Profs. Ralph Campbell and Felician Foltman are currently teaching a 6-session class in "Fundamentals of Supervision" for the Ithaca Management Club. Registration was so large that three classes were formed: Prof. Campbell is teaching one section on Monday afternoons, while Prof. Foltman teaches evening sessions Mondays and Tuesdays.

Robert Risley and Prof. E. A. Lutz of the Ag College are conducting a 6-week series for Rochester Civil Service Employees in leadership development each Friday. The classes extend through April 25.

Extension grad assistant John Flagler is busy with an 8-week session for Local 334, IUE, in Ilion on the role of the shop steward in industrial and labor relations.

Grad student Wallace Wohlking recently wound up two series. On April he completed a series for the local IAM on the role of local union officers and stewards in industrial and labor relations; on April 7 he ended a series for Elmira Office Employees International Union, local 137, on union history and administration.

HOSPITAL RESEARCHERS TOUR MIDWEST

Dr. Temple Burling, Edith Lentz, and Robert Wilson of the Human Relations Division, toured hospitals in the midwest during Spring vacation in preparation for beginning active research work on the \$50,000 study of human relations problems in hospitals being conducted for the American Hospital Association by ILR.

BOB CARNEY CONDUCTS STUDY FOR CORNELL

Grad assistant Bob Carney has recently completed a study of benefits and contributions made under the various retirement programs in use at Cornell. This included the State system, the one at the endowed colleges, as well as the Teachers Insurance and Annuity Association plan. The study was made under the direction of Diedrich Willers, Personnel Director of endowed colleges.

In conjunction with this, he has also made a study of the industrial retirement programs of four local firms. The data from these studies will be used by the university Personnel Department to bring their program in line with community patterns.

LABOR AFFAIRS GROUP VISITS ILR

Eight German labor affairs officials and specialists spent the week of March 31 at the School conferring with School officials and faculty on American labor-management relations.

The eight have been touring American factories and state employment service offices under the sponsorship of the U. S. Department of Labor's Office of International Affairs during the past six weeks. They are scheduled to return to Germany April 20. James Smith, research associate, was in charge of arrangements for their visit here.

MONICA DALY WILL BE STATIONED IN CAIRO

Monica Daly, former secretary to Robert Risley, reports that on April 21 she will "make the flight into Egypt - Cairo". She is being sent there in connection with her job with the State Department's overseas program.

Right now she is undergoing an intensive indoctrination and training in Washington. Her time is fully occupied with "listening to lectures, records, films, language lessons in French and Arabic, getting tetanus and shots for other diseases." She says that in her off-work time she has to pick up a passport, travel orders, visa, etc. plus shopping for two years.

She expects to spend her last week-end with her family in Elmira before going to New York for the 36-hour flight to Egypt.

PEOPLE ARE WONDERFUL

Several changes in personnel within ILR have occurred recently:

Lynne Flack, former conference secretary, has replaced Monica Daly as secretary to Robert Hisley. Leorita Reisman has taken over Lynne's former job.

Bernice Manning, formerly of the Distribution Center, has joined the firm of McConnell and MacIntyre, replacing Lula Crews.

Lucy Gettier, who hails from Baltimore, has been employed as secretary to Prof. James Campbell in the Student Personnel Office. Her husband, Edmund, is a Ph.D. candidate in Philosophy. Prior to coming to ILR, Lucy worked as a biochemistry assistant in Cornell's Savage Hall. She attended Johns Hopkins undergraduate college for two years.

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Signs of spring: a bouncy robin has staked out his claim to the strip of lawn above a steam pipe outside Student Personnel -- small fry trooping through ILR corridors armed with balls and bats -- the Foltman convertible with its top down -- tarring ILR's roof and washing its windows.

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Youthful Illnesses Hit Faculty: -- Can it be that ILR faculty are younger in years than we have been led to believe: Let's look at the record: Early last month Prof. P. J. McCarthy of Statistics Division was confined to his home with an attack of mumps; a few weeks later Prof. Paul Gordon of Personnel followed with a dose of three-day measles.

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A newcomer to the Distribution Center and to the U.S., Mrs. Lucy Ruiz has been in this country only a month. She is the wife of a master's degree candidate in the Dept. of Agricultural Economics. For the past two years she has worked as collections clerk for the General Electric Co. in Puerto Rico. Prior to that she did clerical work at Fort Buchanan.

The mother of two boys, ages 8 and 4, she reluctantly left them behind with her parents. Lucy's father is a commercial pilot flying in Puerto Rico and to Miami.

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Only word from the Maurice Neufelds (on sabbatic in Europe) is a card to Doris Stevenson mailed March 1 from Lisbon: "We have had three days of the foulest hurricane. The portholes in the cabin had to be closed, the dramamine went on strike, and the beds felt like berths on the Lehigh Valley. Twelve days on board is a little too much." (A long, newsy letter from Mrs. Neufeld was received too late to get in these pages.)

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The Paul Gordon family has moved from an apartment on Highland Road to larger quarters on south hill's Pearsall Place. They occupy a duplex, formerly owned by the University.

Donald Tompkins, former mailing room supervisor, now in the armed forces, has been recently promoted to sergeant. He is stationed in southern Japan.

Charles Rohmann, master's degree candidate, is back from Korea and discharged from the army. He hopes to continue graduate work in the fall.

Progress comes to ILR: A blacktop walk leading from ILR's upper building main door toward 5 East Avenue is in process of construction, replacing a well-trodden mud path. As one ILR'er aptly phrased it, "When a cowpath is formed by constant use at Cornell, a formal walk is eventually constructed."

A picture of Eleanor Goodman of Student Personnel, hard at work painting scenery for the production of "Pride and Prejudice" appeared last month in a Syracuse Sunday paper. In addition, Eleanor served as usher at the Ithaca Community Players' production.

Several ILR'ers went south to meet spring last month: Prof. Earl Brooks and family spent a week at Clearwater, Fla.; Joyce Wight (of Human Relations) and her husband toured the south as far as the Florida keys, using the back of their car as a sleeping place; while grad assistant Frank Kane and wife Mary Ellen traveled as far south as Charleston, S.C.

Anna Lane, secretary to Prof. Konvitz, returned from an extended visit to Florida, just as Catherine Howard of the Fiscal Office, left April 5 for a two-week southern trip.

Ruth Petry, who has been literally working night and day to get Prof. Lynn Emerson's instructional materials manual in final shape for the printer, conveniently came down with the chickenpox, hours after delivery of the manual to the State Education Department in Albany -- on the trip home from Albany.

Charlie Meyer, M.S. '52, has accepted a position as economist with the Bureau of Labor Statistics in New York City. He plans to be married in June.

Prof. Gardner Clark reports that his wife, Florence, is a full-fledged authoress. She has had a travel article accepted by the Christian Science Monitor and has received \$65.00 for a one-act religious play from the National Board of Christian Education.

The Clarks recently purchased a 6-room house at 707 Mitchell Street. They enjoy the added space and expect to plant a garden in the community plot right at their back door.

Phil Foltman's young setter pup left home for a few days recently. After being discovered and returned, he has assumed an aloof and bored mien. It is expected that jealousy of the Foltman daughter, Laurie, may be at the bottom of this attitude.

One of Prof. J. J. Jehring's students, a school nurse, in an Audio-Visual Methods class, handed in a turn-over talk illustrated with actual head lice (dead), also lice in the unhatched state, to illustrate the problems which face teachers in the public schools.

John and Ruth Windmuller are parents of a daughter, Betsy Evelyn, born March 24; weight 6 lbs. 8 oz. Both candy and cigars were forthcoming.

Grace Horton has received a letter from Sydelle Puchek, formerly of Student Personnel. Husband Mike, also of IIR is working in Washington, D.C. We quote in part: "Hurray, we got an apartment...the usual living-dining-kitchen-bedroom and bath. It's in a development called Southern Hills in the Southeast section of Washington. We have ordered a loveseat-bed combination and will soon be in business of entertaining.

"Mike likes his job (Dept. of Labor); also the people in the division, but feels that he has a lot to learn. He claims that he spends 90 per cent of his time reading."

Mrs. Marian Sweetland, secretary to Professors McKelvey and Neufeld, recently sold her farm near Dyrden and has purchased a two-acre rural home near Jacksonville. To rid herself of excess accumulations, she held an auction before moving from Dyrden.

Ginny and Lee Wallace have the second new Chevy of the spring crop. Theirs is a light blue sedan. Ginny is secretary to Librarian Gormly Miller.

Bob and Flavia Stutz of Storrs, Conn. are parents of a son, Michael Wagner, born March 16. Bob, M.S. '49, is on the staff of the Labor Management Institute at the University of Connecticut. Flavia formerly was employed at IIR.

Grad student Bob German and Mrs. German are parents of a son, George Grover, born March 17 in Endicott; weight 8 lbs. 5 oz. Bob, a M.S. in IIR candidate, commutes daily from Endicott.

During spring recess Prof. C. K. Beach flew to Portland, Oregon, where he served as consultant for the Portland public schools. He also visited his mother who lives nearby.

Mr. and Mrs. Henry M. Borys are parents of a son, Henry James, born Feb. 18. Henry, a February graduate, is personnel director of Tompkins Memorial Hospital.

Prof. Earl Brooks addressed the Buffalo Chapter of the National Association of Cost Accountants April 3 on "Facts and Figures."

Jim Shipton, ILR doctor's degree candidate, visited ILR last month. Jim is currently serving as research assistant on the staff of the Harvard-Kellogg project at Harvard. He admits missing Ithaca's scenery; says instead he looks at the backs of 100-year-old buildings.

Word has been received of the marriage of Richard Crane '50 to Miss Dolores Reinlib in Elmhurst, N.Y. Dick is studying law at Columbia.

Announcement has been made of the engagement of Frank Mascola, former ILR grad student, to Miss Alice Beckerle of Spring Valley. Miss Beckerle, a grade school teacher, is completing requirements for a master's degree from New Paltz State Teachers College. Frank, a Manhattan College graduate, is an industrial relations analyst for the Wage Stabilization Board.

Marie-Louise (Pat) Paternoster, MS in ILR '52, has had an article "Government Seizure in Labor Disputes", accepted for publication in "Labor Law Journal."

Prof. M. R. Konvitz spoke on "The Relevance of Ruskin to our own Social and Moral Problems" in the Willard Straight Browsing Library on Sunday, March 18. He also participated with Dr. Horace Mann Bond, president of Lincoln University of Oxford, Pa., and Dr. Robert E. Cushman of Cornell in a symposium on "Freedom of Education for a Free World" held April 4 in Willard Straight's Memorial Room. The discussion was part of the College Exchange Weekend sponsored by the Cornell Student Council.

Research associate George Strauss of Human Relations Division was guest speaker March 10 at the monthly dinner-meeting of the Oswego Industrial Club.

On February 2 in Corpus Christi, Texas, Miss Mary Nell Boone became the bride of Robert Stockwell, ILR '53. Bob attended Hobart College and the University of Buffalo.

Karl Mann, former ILR grad student, now with the U. S. Department of Labor, writes to Prof. Tolles: "Within the Wage and Hour Division I have been assigned to the Minimum Wage Branch. Here we are primarily concerned with those provisions of the Fair Labor Standards Act that relate to Puerto Rico and the Virgin Islands...I am located in Room 5137 of the Main Labor Building..."

ED BEAL WRITES FROM GERMANY

Ed Beal, IIR grad student in Germany studying the new German codetermination law, writes to Prof. Gardner Clark concerning his field work:

"Although I have already started writing the thesis, I find my field work in no way lessened, but rather increased as I go along, because my early contacts are beginning to pay off. Today, for instance, Dr. Newman, Land Commissioner for Hesse, turned over to me his file of letters exchanged with the Hesse Minister President and Generals Clay and Hays, about the Hesse codetermination law.

"On the German side, the Metal Workers union dug up for me the old Betriebswart-Zeitschrift for 1933, showing exactly how the Nazis took it over, gradually altering its content and changing its format until it ends the year as the Betriebswart, displaying the swastika. In Berlin last week I got from a participant the story of the negotiations the union leaders had with von Papen between January and May 1933, in a last minute attempt to reach a settlement that, variously interpreted, aimed either at "saving" the unions, or integrating them into the Nazi state as the labor branch of the New Order. They reached agreement with Papen, but Papen couldn't sell it to Hitler, and so on. It's intensely interesting and if I didn't have to write the thesis, I believe I could go on almost indefinitely getting material on the history of the German labor movement that has not yet been printed.

WOMAN OF THE WEEK

In the depths of the Ag campus' Warren Hall, Mrs. Alma Coles is in possession of a formidable array of IBM statistical machines. Under her surveillance are such mechanical marvels as punchers, verifiers, sorters, reproducers and collators.

Until 3- years ago when she came to IIR, Mrs. Coles had been a housewife for over 20 years and one wonders at her speedy mastery of these machines. She disclaims any particular statistical ability, explaining that her husband, an IBM engineer, has been of great assistance to her.

Mrs. Coles has complete charge of the IBM tabulating machinery and is available to instruct researchers from any department in the use of the machines and their application to the job at hand. According to her, the IIR School, the Home Economics College and the Departments of Agricultural Economics and Rural Sociology use her services most frequently.

Although born in the midwest, Mrs. Coles moved to East Syracuse during her early years and completed her education there. She took a business course which she put to use for only eight months before getting married.

After a few years spent in Endicott, the Coles moved to Ithaca, where she and her family own a 12-room house on S. Geneve Street. Of three children only 17-year-old Ronnie remains at home; one daughter works in Endicott and the other, now living in New York, is to be married this month.

She manages to find time to refinish furniture, but other activities, including sewing, have had to give way to the demands of her full-time job.

The Coles have built a double garage on the Taughannock Boulevard. They hope eventually to build a smaller, though roomy house, now that the children have grown up.

During her spare moment at IIR Mrs. Coles is aiding with the punch card tabulating of a labor mobility study which entails the use of 300,000 workers' social security cards. Research associate associate Marvin Kogan is in charge of this research project, which he says may take more than 20 years to complete.

If Mrs. Coles gets lonely to see other IIR'ers, she has only to step across the hall where are located the offices of Professors McCarthy, Blumen and secretary Helen Lasher.