



ILR Fall Convocation
 for students & faculty
 Thursday, October 1
 11:00 a.m.
 Moot Court, Myron Taylor

DR. EDWIN E. WITTE
 ILR Visiting Professor
 will speak on
 "Past and Present in Industrial Relations"

Vol. VI No. 2

September 29, 1953

NEW FACULTY APPOINTMENTS ANNOUNCED

Announcement is made of the appointment of two assistant professors: Robert F. Risley and Donald E. Cullen.

Prof. Risley will teach the "500" course in Personnel Administration and carry out other assignments in the field of personnel.

A graduate of Union College in 1948, Risley received his MS in ILR at Cornell in 1949 and has recently completed requirements for the doctorate degree at ILR School. During 1948-49 he was a graduate assistant at the School and from 1949 to 1952 administrative assistant to Dean Catherwood. During the past year he was given a year's leave to serve as consultant on faculty personnel policies with the State University.

His work experience includes line-man and meterman for New York State Electric and Gas, lathe operator for Bendix Aviation, chemical analyst for Mica Insulator, and payroll analyst for GE. From 1943 to 1946 he served as bombardier-navigator in the Air Corps.

His publications include "Economic Security, A Study of Community Needs on Resources" (with John W. McConnell) and "Report of Committee on Personnel Policies" (for State University).

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DR. WITTE NAMED VISITING PROFESSOR

Dr. Edwin E. Witte, chairman of the Department of Economics at University of Wisconsin and nationally known authority in labor relations, is Visiting Professor at ILR during the Fall semester. He is teaching an undergraduate course in Social Security and a graduate seminar in Comparative Social and Labor Legislation.

Dr. Witte has held various state and federal government positions and is currently a member of the U. S. Atomic Energy Labor Relations Panel and a member of the Federal Advisory Council for Employment Security.

He has served as special agent, National Defense Mediation Board, NLRB; Public Member, National War Labor Board; member, Wisconsin State Planning Board; chairman, Detroit Regional War Labor Board; first president Industrial Relations Research Association.

Dr. Witte is author of "The Government in Labor Disputes", "The Future of Labor Legislation", and co-author of "The Marathon Corporation and Seven Labor Unions."

"For Our Information" is issued by the New York State School of Industrial and Labor Relations, Public Relations Office, for faculty, staff, and students.

Donald E. Cullen has assumed charge of the group of West German trainees during the academic year 1953-54. He graduated from Hobart College in 1947 and did graduate work at University of Chicago the following year. In 1949 he received a M.S. from IIR School. He has recently completed requirements for a doctorate (also at IIR). For two years (1949-51) Cullen was instructor at St. Bonaventure's School of Business Administration. For the past two years he has been a graduate assistant at IIR while working toward his Ph.D. His major field was labor market economics.

From 1943 to 1946 Cullen was an ensign with the Navy Reserve. He held several unskilled and semi-skilled summer jobs during his college years.

An article by Cullen, "The Taft-Hartley Act in National Emergency Disputes", appears in a current issue of the IIR Review.

NEW BOOK BY PROF. KONVITZ IS PUBLISHED

"Civil Rights in Immigration", by Professor Milton R. Konvitz, the first book-length study of the Immigration and Nationality Act of 1952 (the McCarran-Walter Act) was published last week by Cornell University Press. Professor Konvitz, an authority on civil liberties and director of the project to codify Liberian laws, supports the findings of the Commission on Immigration and Naturalization which President Truman had appointed in the last year of his administration.

The book is a critical analysis of American admission, exclusion, deportation, and naturalization policies.

Professor Konvitz agrees with the President's Commission that the national origins quota system should be abolished. He proposes reforms of the deportation system so that it will be possible to expel only aliens whose entry was fraudulent or illegal. He suggests that the provisions of the Administrative Procedure Act of 1946 be made applicable to entry and exclusion of aliens, as well as deportation, and he urges the elimination of all but the constitutional distinctions between native born and naturalized citizens.

Persons who are currently members of or affiliated with subversive organizations should be barred from entry, says the author, but a financial contribution to such an organization should not by itself bar admission unless the contribution was made with the intention to further the subversive aims of the organization. "A union member in Italy or France may be compelled, in order to hold his job, to make a contribution to an organization that we would consider subversive, though at heart he may wish the group nothing short of its utter ruin and destruction."

TWO IIR BULLETINS APPEAR

Two new bulletins have been published under the authority of the IIR Research and Publications program. Bulletin 24 is Professor Whyte's "Leadership and Group Participation: An Analysis of the Discussion Group"; Bulletin 25 is Professor Burling's "Essays on Human Aspects of Administration."

Professor Whyte presents several considerations needed for evaluating the interdependent functions of leadership and group participation in the study and solving of problems of all kinds. He warns against "cult" aspects of group dynamics which emphasize the consensus of a group above the power of decision by an acknowledged leader. Group participation and discussion is invaluable, he argues, but such actions can never be a substitute for the responsibilities for decisions devolving upon men placed in the position of authority.

Professor Burling treats several aspects of the role of psychiatry in industrial and labor relations work. Titles included are "Industrial Peace and (more)

Psychiatry", "The Patient's Needs and Hospital Organization", "You Can't Supervise an Individual", and "Problem People." Among other things, Professor Burling assaults such fallacies as: "It is a fundamental desire of an individual to preserve his absolute autonomy as far as possible," and "man can be described by making a catalog of his basic needs."

The Department of Research and Publications has prepared a new series to serve as an outlet for work programs conducted by its Institute of International Industrial and Labor Relations. First in the series is a mimeographed list of one hundred books on "The American Way of Life." This book list, prepared by Prof. Adolph Sturmthal, Visiting Professor from Bard College, is the result of requests from numbers of foreign students.

PROF. BEACH TO WORK FOR ARAMCO

Professor C. Kenneth Beach, who came to IIR in 1946, has announced his decision to remain with Aramco (Arabian American Oil Company), where he has served as coordinator of training activities for the past year.

Professor Beach, who has taught courses in Industrial Education and led many on-campus conferences, left last Friday by plane for Dhahran, Saudi Arabia, headquarters for Aramco. He will do executive management work there, remaining for from three months to a year.

Mrs. Beach is remaining in Ithaca until daughter Sally Lou finishes her senior year at Keuka.

Dr. Beach is an authority in the field of industrial education and has served as consultant and conference leader for many industries. Before coming to IIR, he worked in the New York State Education Department as Supervisor of Industrial Teacher Training, Supervisor in the war Training Program, and Coordinator of Curriculum and Personnel for the new State Institutes of Applied Arts and Sciences. He also served as head of the Department of Industrial Education at Louisiana State, and earlier, as State Supervisor of Adult Education in Oregon.

FOUR NEW APPOINTMENTS MADE

Four additional appointments to IIR have been made: two research associates and two extension field representatives.

Fred Slavick has been appointed research associate to do research in the social security field. His work will be primarily in health, welfare and pension plans. Slavick received his B.A. and M.A. degrees from University of Wisconsin and A.M. and Ph.D. (Sept. 1953) from Princeton. He has served as graduate assistant at Wisconsin and as research assistant and instructor at Princeton.

Frank Miller, Ph.D. '53, new research associate, will be part of a research team undertaking a study of human relations in unions under Prof. William Whyte. Miller, who received the M.S. at IIR in 1949, returned two years later to work for a doctorate. In between studies he was guidance director at Gonzaga University at Spokane, Washington; he later served as training director for Pacific Power and Light Co. For a year following his discharge from the Army he was vocational counselor at Reed College.

Walter Broderick '50, newly appointed extension worker, will be located in the School's Capital District extension office in Albany and will assist Miss Kouzian. Following graduation from Cornell, Broderick was representative for Local 365, UAW, CIO in Long Island City for 2½ years. For the past seven months he has been management liaison representative of the Clearview Gardens Corporation at Whitestone, L.I. He served for four years in the Marine Corps.

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Richard Gordon, extension field representative for the Western District with headquarters in Buffalo, will assist Mrs. Lois Gray. He holds a B.B.A. and M.A. degree from University of Miami and is a doctoral candidate at ILR. His experience includes serving as graduate assistant and lecturer at the University of Miami. He worked earlier as interviewer and investigator for the Grant Advertising Agency, the Bureau of Labor Statistics and the New York Port Authority. He served as anti-aircraft company officer with the U. S. Army from 1943 to 1946.

CHANGES IN TEACHING STAFF ANNOUNCED

Only one new course has been added to ILR's curriculum - a seminar in "Written Communications" taught by Prof. Lynn Emerson; however, several changes in teaching staff have been made.

Prof. Milton Konvitz, though still on leave under a Guggenheim award, is teaching "Development of American Ideals"; Visiting Professor Edwin Witte is teaching a seminar in "Current Issues in Social Security" as well as a course in "Social Security." Prof. A. W. Smith, back from a six-month sabbatic, is teaching a seminar in "Human Relations." Newly appointed Prof. Robert Risley is teaching the "500" course in Personnel Administration; "Conference Leadership and Other Instructional Methods" is being given by Prof. Edward Sargent. Mr. Roy Marlowe is teaching "Industrial Occupations and Processes."

FALL CONFERENCES SCHEDULED

An unusually heavy program of ILR-sponsored on campus conferences is planned for the fall months, with four slated for October.

A week-long Institute for Social Security Administrators will be held October 5 to 9. Approximately 20 state, city and county social security and welfare administrators plan to attend. Discussions will be led by several outside experts, as well as by ILR faculty. Prof. Duncan MacIntyre is in charge of the institute.

The fourth management workshop for the Northeastern Retail Lumbermen's Association, under the direction of Profs. Earl Brooks and F. F. Foltman, is scheduled for October 14-16. Outside discussion leaders will include Paul S. Collier, Executive Vice President of the Northeastern Retail Lumbermen's Association; Frank Saturn, owner of Cayuga Lumber Co., Ithaca, and Prof. Arthur E. Nilsson, Cornell's School of Business and Public Administration.

Next on the list is a three-day conference (Oct. 12-14) on personnel policies in department stores, held in cooperation with the New York State Council of Retail Merchants. Invitations have been extended to personnel and store managers of selected department stores in up-state New York. Prof. Brooks is in charge.

October 22-24 will be the dates of the seventh annual Conference of Training Directors, with "Work Teams - Their Structure and Development" as the theme. About 70 training directors are expected to attend. Faculty members and outside speakers will lead discussions of such topics as basic structural aspects of work groups, how work groups develop and change. Prof. Lynn Emerson is in charge.

A half-day session for Municipal Hospital Executives will be held October 20 in New York city with Profs. Earl Brooks and F. F. Foltman in charge.

Coming up in November is the first of two short courses in "Human Relations in Administration - (Nov. 1 - 25); the first Institute of International Industrial and Labor Relations is scheduled for November 12-14.

NEW MEMBERS NAMED TO "REVIEW" BOARD

Dean Catherwood has announced new members of the editorial of the "Industrial and Labor Relations Review." They are: Professors C. Arnold Hanson, Mark Perlman, John Windmuller, Robert Raimon, Walter Willcox (served also first three years). Retiring members are: Professors Earl Brooks, C. Kenneth Beach, A. W. Smith, Vernon Jensen (6 years) and N. Arnold Tolles (6 years.)

WHAT JUNE GRADUATES ARE DOING

Bob Bowman is employee relations assistant, E. I. DuPont Co., Deepwater, N.J.
John Bradshaw has entered Fordham Law School.
Jay Brett is a 2nd Lt. in the Army, stationed at Ft. Lee, Va.
Carl Carlson is an industrial relations trainee, Westinghouse Electric, Pittsburgh
Howard David is labor relations assistant, Lerner Shops, New York City
Charles Isaac has entered Yale Law School.
Mervyn Kowalsky is working as a laborer in a Utica brewing company, awaiting his November induction into the Navy.
Stanley Lopatkiewicz has been inducted into the Army and is stationed at Ft. Dix.
Bruce Marvin entered the Army in mid-September.
Marvin Price has recently entered the Army.
Barry Robinson is temporarily employed as safety director, National Carbon Div., Union Carbide and Carbon Corp., Columbia, Tenn. He will enter Naval Officer Candidate School at Newport, R.I. in mid-November.
Lafayette Rothston, in the Army, is stationed at Ft. Lee, Va.
Roy Solaski is awaiting call to active duty with the Air Force.
Bob Robertson is a 2nd Lt., Signal Corps, at Ft. Monmouth, N.J.
Allan Vesley is a management trainee with the Bankers Trust Co., New York
William Waugaman is with the U. S. Navy.
Merwin Weinberg is a 2nd Lt. with the Army.
Donald Woodley is working temporarily as assistant to personnel director, Chevrolet Aviation Engine, Buffalo. He expects to enter Air Force pilot training at Marianna, Fla. in November.

FORMER GRAD STUDENT KILLED

Ernie Bulow, who completed his work for the Master's degree here in February 1949, died Sunday, August 2, as a result of an injury in an automobile accident. This information was sent to Dean Catherwood by Ann Kingston, former ILR'er, who lives at College Station, Texas, where Bulow lived.

Bulow, a native of Utah, was working toward his doctorate at Texas A&M. He formerly taught at Beaumont College, Texas. He is survived by his wife, Dolores and two children.

TWO ARTICLES ON ILR APPEAR

Recent articles in two nationally circulated magazines publicize the activities of ILR. The July 15 issue of MODERN INDUSTRY gives prominent mention to our School in a cover story entitled "Putting Your Problems Through College". The September 19 edition of BUSINESS WEEK includes a special story on ILR as the featured item in the section devoted to labor reportage; it is headed "At Cornell Labor Relations is a Profession".

The article in MODERN INDUSTRY is built on the theme that budget-conscious management can find profitable solutions to many of their problems by following closely the research and study programs in leading universities. The article in BUSINESS WEEK discusses various phases of the School's activities. It was written by a staff writer in Mr. Melvyn Fitzele's labor section office.

REPORT FROM STOCKHOLM ON ILO MEETING

Prof. John Windmuller returned August 15 from a six-week visit to Europe - with his main objective a visit to the ICFTU Congress in Stockholm July 4-11. At the Congress he met a number of trade union leaders from all over the world, including, of course, the American delegations from the AFL, CIO and United Mine Workers.

Some of the attending labor leaders have visited ILR: Elmer Walker and Rudy Faupl of I.A.M.; Meyer Bernstein, Steelworkers delegate to the Schuman Plan in Paris; Arnold Beichman, P.R. director for ICFTU; Alfred Braumthal, KCFTU; and Mrs. Sigrid Ekendahl of the Swedish Trade Union Congress.

At the Congress Prof. Windmuller was particularly impressed by the close cooperation among the American delegations and by the rather evident strength shown by U. S. delegates in the organization.

Proceeding to Holland, Windmuller spent three weeks getting a general impression of the Dutch system of labor-management relations and observing the workings of some post-war institutions, such as the Bi-partite Foundation of Labor, composed of representatives of the major trade union federations; and the Tri-partite and more recent, Social Economic Council, whose future role in shaping the Dutch economy may be very important.

The secretary of the Social Economic Council, Dr. P. S. Pels, according to Prof. Windmuller, plans to visit ILR next month, as does Mr. G.A.A.M. Boot, of the Social Security Office, Dutch Ministry of Social Affairs. (He plans to attend ILR's Social Security Institute Oct. 5-9).

Among previous visitors to ILR whom Windmuller met were: Pieter Bogaers, economist, Catholic Trade Union Federation; J. Vredeling, economist, Dutch Agricultural Workers union; and Miss Ella Goubitz, private management consultant.

In Holland he met practically all important persons in the labor movement, in employers' associations, in government agencies dealing with labor relations, and the universities.

Prof. Windmuller next spent two days in Brussels at ICFTU headquarters, where he met the American labor attaches in Belgium. He rounded out his visit with three days at the International Labor Organization in Geneva, Switzerland. At ILO he explored to what extent the School's interest in international labor relations may benefit from the work of the ILO.

Prof. Windmuller flew both ways, declaring the round-trip both comfortable and uneventful. On the trip to Stockholm he met Prince Carl Bernadotte, cousin of the Swedish king, and his wife, the Countess.

THIRD WEST GERMAN GROUP TO STUDY AT ILR

The third group of young West German industrial relations trainees will arrive in Ithaca October 2 for a nine-month study under U. S. Department of State auspices. This year, the group of 22 will include 18 men and 4 women. They will follow the same program pattern as last two years: during the first semester, study of English, American democracy and institutions, and industrial and labor relations. Prof. Donald Cullen, now to ILR faculty, will be in charge of the program, assisted by Herbert Brown and Herbert Hubben.

SCHOOL HAD TWO EXHIBITS AT STATE FAIR

Two exhibits, both using the admatic machine with colored slides, publicized the School's activities at the State Fair in Syracuse September 5-12. One large, independent exhibit was set up in the Dairy Building; a smaller display, featuring adult education, was part of a State University larger show in the State Building.

MANY ILR OFFICES ARE MOVED

The Fall semester brings a larger-than-usual number of shifts in office location. This is partially due to the eventual razing of 5 East Ave. to make way for a new School of Electrical Engineering. Some much needed space has been gained for ILR by the rental of the back half of the Quonset Hut next door, formerly occupied by the University Testing Service.

The entire Human Relations Division is moving to the Quonset Hut, as well as the stenographic "pool" consisting of Mrs. Lily Newbury and Mrs. Marie Hanks.

Prof. Lynn Emerson, grad assistant Roy Marlowe, and secretary Joyce Newkirk have moved from 5 East Ave. to Room 20; Prof. Robert Ferguson, Catherine Howard and grad assistant Combs now occupy Room 24; Profs. Gardner Clark, John Windmuller and secretary Barbara Lindner are housed in Room 42; Profs. Duncan MacIntyre, Edwin Witte and Research Associate Fred Slavick, with Mrs. Bernice Oltz as secretary, have moved to Room 13. Profs. Mark Perlman and Oscar Ornati, with secretary Martha Jimerson, have settled in Room 26.

The location of the office for Prof. Donald Cullen, with grad assistants Herb Brown and Herb Hubben - all working with the West German trainees, is still undecided. The Navy Research project, consisting of Dan Paolucci and Joe Milano, will continue in its present office at 5 East Ave.

In general, graduate students now have desks either in the Quonset Hut, in Room 15, or with with the professors with whom they have assistantships.

To provide larger quarters the Library catalog room and Gormly Miller, Brad Shaw, and Ginny Wallace now have space in the rear of the Quonset Hut.

ILR STAFFERS LEAVE SCHOOL

Thirty-eight staffers gathered in Willard Straight dining room at noon on August 13 to say goodbye to personnel leaving the School.

Joyce Wight, secretary to Prof. Whyte, left last month to become a housewife. Her husband, having completed a two-year Ag course, hopes to go into farming, the draft board permitting; Ada Williams, Navy Research Project secretary, is working in Buffalo as reservations clerk for American Airlines; Bea Cascia, an Ithaca girl who worked in the steno "pool", has taken a government job at Sampson Air Base; Statistics Division secretary Pat Summers has moved to Dallas, Texas, where he husband has a job.

Four of those leaving have returned to school. Carmine Yengo, ILR's circulation librarian for the past 4 years, has entered graduate school in Cornell's Education Department to study for a doctorate; John Riihinen, who returned from a tour of duty in Korea a year ago, but who first came to ILR in 1948, has enrolled in Ithaca College's radio and speech school; Betty O'Brien, secretary in Extension's Central New York Office, has left ILR to enter Buffalo State Teachers College. She plans to teach handicapped children. Resident Instruction secretary Marjorie Toxen has enter Cornell's Ag College to complete her studies in zoology. She attended American University in Washington for 3½ years before coming to Ithaca.

Numerous job shifts within the School have occurred recently: Joyce Newkirk has shifted from a summer spent in Prof. Tolles' office to work for Prof. Lynn Emerson; Barbara Linder, returned from a summer's absence, is now working for Profs. Clark and Windmuller; Mrs. Ruth McCann, has moved from the Fiscal Office to the Research Division, where she is doing secretarial work; Russ Hovencamp, who has been night-shift janitor for the past 5 years, has replaced John Riihinen as Mailing Room machines operator; Adrienne Smith, former Personnel Administration secretary, has replaced Carmine Yengo as circulation librarian; Marie Hanks has moved from the Mailing Room to the steno "pool".

NEW TERM BRINGS NEW PERSONNEL

The opening of another school year brings a number of new staff members to ILR. Barbara King, from Dover, Ohio,, secretary to Prof. Campbell of Resident Instruction, is a June graduate of Cornell Arts and Sciences. She attended Denison University in Ohio for a year and has worked in a bank and as playground supervisor. Her husband is a senior in the Ag Engineering department.

ILR's personnel administration office is manned this fall by two new staff: Mrs. Dorothy Titus and Mrs. Bette Wilson, both newlyweds. Dottie, who works for Profs. Brophy and Foltman, hails from Westbury, L.I. During the past year she attended business school at night and worked daytimes in a surveyor's office. She was married June 6 to a hometown boy, an Ag school senior. Bette Wilson, secretary for Profs. Gordon and Raimon, is a 1953 graduate of Trumansburg High. Her husband is stationed aboard a U. S. destroyer based at Newport, R.I. Bette has been working at Ithaca's Morse Chain Company office.

Replacing Joyce Wight in the Human Relations Division is Mrs. Betty Unger, a June graduate of Antioch College. As part of her work-training program, Betty has worked in a nursery school and in a department store. Her husband has entered graduate school in Cornell's Sociology Department.

Mrs. Ann Winship is Miss Ranck's new secretary in Resident Instruction. A 1952 graduate of Wheaton College, Norton, Mass, with an English major, Ann was a secretary in Cornell's English Department last year. Her husband is a Hotel School senior.

Mrs. Barbara Childress, a bride of less than a month, is the new Statistic Division secretary. Barbara, who hails from Schenectady, is a '53 Cornell Arts College graduate, with a math major. She has worked summers in GE's high voltage lab.

Lee Arnold, an Ithacan, is ILR's new night-shift custodian, replacing Russ Hovencamp. Lee was formerly employed in the cafeteria in Residential Halls.

PEOPLE ARE WONDERFUL

Prof. Oscar Ornati was the only outsider participating in the 18th semi-annual conference of the New York State Council of Machinists, held Sept. 19 and 20 in Binghamton. Prof. Ornati, with Rudy Faupl, Grand Lodge representative led the International Trade panel.

Prof. Earl Brooks will speak October 13 at a Super Markets Institute in Buffalo on "Honesty of People."

Mary Catherwood, elder daughter of ILR's Dean, has returned to her studies as a Cornell senior after a summer's stint in the School's Research Division.

Joan Schmidt of Torrence, Calif., formerly of the Mailing Room staff, stopped at ILR early in the summer to discover how many "old-timers" were still here. Joan, who left in 1948, found only a handful still around. She and husband Ralph have a son and daughter. Joan reports that she sees Helen Schaeffer Simpson, another ILR'er, occasionally.

Carmelita Sakr of the ILR library reports that Jane Nasbitt (former secretary to Gormly Miller) was married July 4 to Donald Palmer at Falls Church, Va.

The Hal Ross's are parents of their first child, Jonathan David, born July 18, the Ross's fourth wedding anniversary. Jonathan weighed a hefty 9 lbs. 3 oz. Hal, who received his master's at ILR in 1951, is studying for his doctorate and serving as Prof. Jensen's assistant.

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George Strauss, ILR research associate in Human Relations, is co-author, (with Don Willner, member of the Oregon Bar) of an article "Government Regulation of Local Union Democracy" in a recent issue of the Labor Law Journal.

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Edgar (Bud) Parsons, Ph.D.'49, Intelligence Analyst, Department of Defense, Washington, formerly of the ILR faculty, writes to Prof. Jensen: "After reading so much in FOI about the wandering ILR'ers, I had a little trip thrown my way. Spent a day in Honolulu, two weeks in Tokyo, and am now on a plane for what I hope is no more than a week in Seoul. Then to Japan and other parts, and return to the U.S. in September. Will trade it for Ithaca any day...Best wishes to all.

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Walter Raphael '55 was married June 14 to Miss Lorna Kaye of Brooklyn. After a trip to Bermuda the couple returned to Ithaca where both are attending Cornell. The bride is an alumna of Packer Collegiate Institute and attended Barnard College.

Donald Tyler '54 of Corning was married August 22 to Miss Eva May Marteny, formerly of Corning. Following a trip through New England the couple is living in Moravia. Mrs. Tyler is studying for her master's degree at Cornell.

Henry Fries, an M.I.R. candidate, was married September 19 to Miss Maureen Holmberg of Buffalo at a ceremony in Anabel Taylor Chapel on campus. Henry, whose home is in Portland, Oregon, is a graduate assistant in the Statistics Division.

Karl Gruen, grad assistant in Personnel Administration, was married July 23 to Miss Elizabeth Ann Ross of Louisville, Ky. in Anabel Taylor Chapel. Former grad students Jim Barry and Hugh Law served as ushers. After a wedding trip to Cape Cod and Nantucket, the Gruens are living at R. D. 1, Newfield. Mrs. Gruen is teaching at the Newfield Central School.

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Prof. Wayne Hodges, along with W. R. Brossman of Cornell's Public Information Office, and Prof. James Knapp of the College of Agriculture, played host to about 100 New York State newspaper editors when they met on campus August 30 to September 1.

Profs. Wayne Hodges and Robert Risley attended the 38th annual meeting of the Associated Industries of New York State, Inc., held Sept. 18 and 19 at Saranac Inn, New York.

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Patricia Tolles, daughter of Prof. and Mrs. N. Arnold Tolles, was married to Lt. Edward Eckert of Washington, D.C. September 12 at Anabel Taylor Chapel. Pat, who worked part-time at ILR last year, is an Ithaca High graduate and attended Cornell. The groom is a '52 graduate of West Point and is stationed with the 11th Airborne Division at Fort Campbell, Ky., where the couple will live.

Prof. Gardner Clark, back from a year's stay in Italy, was the year's first speaker at IIR's international luncheon series last Thursday.

Born to Bette and Will Clark of the Slaterville Rd. on July 22 a daughter, Linda. Bette was formerly circulation librarian at IIR.

The School was represented at the AFL state convention in Buffalo last July by Dean Catherwood, who addressed the convention. At the CIO state convention in Long Beach last week, Prof. Ralph Campbell and Wallace Wohlking of Extension represented IIR.

Kate Catherwood, 12-year-old daughter of Dean Catherwood, won all three of her classes at the New York State Fair Horse Show in Syracuse this month. She took the blue in Horsemanship 12 and under, won the Saddle Seat Medal Class, and finally went on to win the saddle seat equitation championship of the show. She rode her chestnut mare, Fascinating Firefly.

Next on Kate's program are the Pennsylvania Horse Show at Harrisburg, Pa. next month and the National Horse Show at Madison Square Garden in November.

A son, Edward Charles, was born September 3 to Ed and Helen Lasher of Ithaca. Helen was formerly Statistics Division secretary in Warren Hall.

Announcement has been made of the engagement of Karen Jensen, daughter of Prof. and Mrs. Vernon Jensen, to Melvin Harvey of Newburgh, Cornell '52. Karen is a Cornell June graduate. Mr. Harvey, now in the Army, is stationed at Ft. Dix. The couple plan a November wedding.

Mr. and Mrs. C. Kenneth Beach recently announced the engagement of their daughter Sally Lou, a Keuka College senior, to Robert Seaney, a Ph.D. candidate in Cornell's Plant Breeding Department. No date was set for the wedding.

Prof. Ralph Campbell, Director of Extension, was recently named chairman of the Committee on Industrial and Labor Relations of the National University Extension Association.

A reception for incoming graduate students was held last Thursday in the East Lounge of Willard Straight Hall to which all IIR faculty and graduate students were invited.

Sgt. Don Tompkins, former Mailroom supervisor, visited the School during the summer. Back in the states after a 17-months tour of Air Force duty near Fukuoka, Japan, Don hopes to be stationed in the Northeast. Don, a postal technician, has two more years to go.

Prof. Duncan MacIntyre has been elected to represent IIR School in the newly-established Faculty Senate of the State University of New York. Prof. A. W. Smith was elected alternate.

MAN OF THE WEEK

ILR library's helpful and resourceful assistant reference librarian, Hans Panofsky, has returned from a five-week trip to England, Switzerland and the north Italian lake country - an experience he can dream about until next year's vacation time rolls 'round.

Born in Berlin in 1926, Hans has packed a lot of living into his 27 years. He attended private school in Berlin for four years and the College Royale Francaise for a year and a half. Some of his vacations were spent with his grandparents in Czechoslovakia (Moravia). In 1939 he moved to England where he attended the Mill Hill public school for four years and later the London School of Economics and Political Science (1943-44). Then followed three years with a British army armored corps as sergeant with the field artillery. During the latter war years and until 1937, he served as interpreter to the political officer, as well as alternate regimental librarian, in Hamburg, Germany.

In 1948 Hans came to this country; his first job was as volunteer social worker with a child placement agency. The following year Hans enrolled in Columbia's School of General Studies, receiving a B.S. in sociology in 1951.

By saving his pennies Hans managed a trip to England, Switzerland and France during the summer of 1951. That fall he returned to Columbia and entered the Library School. He received an M.S. the following June. As part of his master's work, Hans made a survey of the libraries of the New School.

Last month Hans flew to London to join his mother on the first leg of his journey to the Continent. The two of them spent two weeks in Switzerland, one week at Lake Maggiore in northern Italy, and a few days in Florence. What lingers vividly in Hans's memory is arising at 3:30 a.m. to climb a mountain!

Hans assists Leone Eckert in the School's Labor-Management Documentation Center and, in addition, aids Assistant Librarian Bernie Naas with ILR's reference problems.

He lives in Forest Home, which is a good jumping-off point for the hikes which Hans likes to take. He also indulges in folk dancing. Hans admits, however, that traveling is his favorite pastime. During the summer of 1950 he "saw America first", taking a six-week swing around the country; he spent some of the time at Outlook Mountain, Colorado, with the American Friends Summer Service Seminar.

Last week Hans started the study of Chinese in the Modern Language Department. One can never tell...

New "feature" - Visiting Scholars and Staff Members

One of our distinguished visitors has now passed the half-way mark of his sojourn at the ILR School. Peter Atteslander, of Zurich, Switzerland came to us last fall as a Commonwealth Fellow, an appointment giving him the privilege of two years post-doctoral study at an American University. He has chosen to spend his two years here.

Dr. Atteslander was born in 1926, in Ennenda, Switzerland. And it was in Switzerland that he received his education, a long study program capped by the Ph.D. degree in the Spring of '52. Peter worked in school and out of school, for Switzerland has no scholarship system comparable to that benefitting U. S. students (some, anyway) in our universities.

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While attending school, Peter was a Committee member for the Swiss National Union of Students, highest student government in Switzerland; his job was to coordinate cultural activities for students unable to study outside the country because of war conditions. He also held the position of Executive Secretary of the Swiss National Committee of World University Service. In this capacity he fulfilled two principal duties: raising monies, and appraising D. P. students for special studies in Swiss schools. During this period he was also elected an assembly member of the W.U.S. In this capacity he traveled all over Western Europe, and visited India for a while in 1951. As a result of this activity, Peter wrote many magazine articles and did some radio work.

Peter's appointment to the Commonwealth fellowship has not forced his breaking all intellectual ties with the homeland. Just before coming to America, he translated a book for publication and did some free-lance writing. Right now, in addition to his local studies, Peter is revising his Ph.D. thesis for publication, and writing a report on Social Research in American Industry. This book, undertaken on assignment, will probably be published under UNESCO auspices. As an American correspondent for the "Schweizerische Arbeiter-Zeitung", he regularly contributes news items on the American scene.

For his study program here at the School, Peter works with Professor Whyte, traveling to Corning to participate in the research program at the glass works there.

When his tenure as a Visiting Fellow is complete, Peter will return to Switzerland and then proceed immediately to the University at Cologne where he has an invitation to join the faculty. Peter feels a strong sense of mission, for the social sciences are only beginning to be accepted in the European university world. (He fully expects to be labeled an American propagandist upon his return.) His field of industrial sociology is especially a nebulous affair to the academic minds of Europe. But Peter also feels a strong affection for the U. S., and hopes to return eventually, as many foreign students have done before him.



SENATOR IVES TO VISIT ILR

Senator Irving M. Ives will be a guest of ILR next month. He will deliver a lecture on "The Work of the ILO" at 7:45 p.m., Friday, November 13 in Olin M. Senator Ives served as chairman of last summer's annual convention of the International Labor Organization at Geneva, Switzerland.

ILR students have extended, through the Dean, an invitation for Senator Ives to speak at a student-faculty luncheon at noon on the same day.

Senator Ives was a prime mover in the establishment of the ILR School as well as its first dean.

PROF. TOLLES WILL DO RESEARCH ABROAD

Prof. N. Arnold Tolles, specialist in labor market economics, has been awarded a Fulbright research award for study in West Germany. He plans a 10-month stay abroad to do research on a comparison of European and American wage differences.

He, Mrs. Tolles and daughter Harriette (a Cornell freshman) plan to sail for Germany sometime the first week in November. Since his ultimate headquarters are unknown at the moment, Prof. Tolles plans to stay temporarily in Bonne.

Before coming to Cornell in 1947, he served as director of the Teaching Institute of Economics, American University, and as Assistant Commissioner of U. S. Labor Statistics.

EFFEY RILEY TO RESIGN

Prof. Effey Riley, extension field representative of the New York Metropolitan office, has submitted her resignation because of ill health.

Coming to ILR in 1946, she has had wide experience in industrial and labor relations and in workers' education. A graduate of Cornell, she received her M.A. from Teachers College, Columbia. She taught social science in the Rochester high schools, and has lectured at summer schools for teacher training and for women workers at Bryn Mawr, Barnard, Purdue and the University of Rochester.

Miss Riley, on sabbatic leave last semester, visited universities throughout the country under a Fund for Adult Education internship.

In New York City she is currently on the board of directors, White Collar Workshops; has done committee work in the Personnel Club of New York, Town Hall Club, and Cornell Women's Club.

In her home town of Rochester Miss Riley assisted the Home Bureau, League of Women Voters, and the Women's City Club of Rochester in the development of their adult education programs; and has helped organize and has taught workers' education projects for the Amalgamated Clothing Workers, Printing Trades Union, etc.

"For Our Information" is issued by the School's Public Relations Office for faculty, staff, and students.

INTERNATIONAL CONFERENCE SCHEDULED NEXT MONTH

An invitational conference on "Human Resources and Labor Relations in 'Underdeveloped' Countries" aimed at providing a forum for discussion and analysis of problems involved in the economic development of "underdeveloped" countries and regions, will be held on campus November 12 to 14. The conference is sponsored by the School's Institute of International Industrial and Labor Relations.

Among the 60 to 70 participants will be educators, government leaders, and members of industry and labor who have interests in international labor affairs. Among those participating are Frank Lorimer, American University; Walter Galenson, University of California (Berkeley); Simon Rottenberg, University of Chicago; Louis J. Ducoff, Department of Agriculture; Clark Kerr, Chancellor of the University of California; George P. Delaney of the AFL; and Thacher Winslow of the ILO.

The conference is intended to cover the following topics: the recruitment, training, organization, motivation, and utilization of workers; the development, role and effects of business enterprise, unions, and social and economic legislation; and the operation, effectiveness, and acceptability of economic and technical assistance.

FOUR-WEEK COURSE TO START NOVEMBER 1

The second of ILR's four-week courses on "Human Relations in Administration" for middle and top management of business and industry will begin November 1.

The four-week course will consider, in order, the human relations aspects of administration and organization, of communications, of employee relations, and of labor relations. The program will be conducted under the direction of Profs. Earl Brooks and F. F. Foltman, with the assistance of other Cornell faculty and visiting experts.

ROBERT WILSON TO GO WITH RESEARCH COUNCIL

Robert L. Wilson, Research Associate, has accepted a position with the Social Science Research Council, Washington, D.C. He will be in charge of selection of undergraduate students to receive Council research grants. At present he is handling interviews and reviewing records of undergraduate students on their research experience.

A graduate of Union College in 1948, Wilson received a Ph.D. from Harvard in 1951. While at Harvard he was research assistant at the Harvard Psychological Clinic. He came to ILR in 1951 and has worked with Dr. Burling on the human relations-hospital project. He is devoting half time to his new position with the Research Council for the next few months and half time to completing a research study on human relations in hospitals for the School.

The Wilsons have moved to a rented house in Silver Springs, Maryland.

SEMINAR TO BRING FACTORY INTO CLASSROOM

To try to bring problems of the factory into the classroom, John Bigelow, Personnel Director of Delco Appliance Division of General Motors, Rochester, will conduct eight sessions of the graduate seminar, "Collective Bargaining — Contractual Relations." Alternate sessions will be led by Prof. Vernon Jensen.

Prof. Jensen explained that Mr. Bigelow will present both case and simulated bargaining problems to 15 seminar students for their analysis. During the semester each student will have an opportunity to express himself as a representative of both labor and management in regard to day-to-day problems that arise in drafting and administering collective agreements.

TRAINING CONFERENCE SCHEDULED THIS WEEK

Approximately 75 training directors will arrive on campus tomorrow to attend their seventh annual conference. The ILR-sponsored, two-day conference (Oct. 22 and 23) has as its theme, "Work Teams - Their Structure and Development," with Prof. Lynn Emerson in charge of the program.

Outside speakers include: chairing session are Charles T. Schrage, Employment Engineer, New York Telephone Company; Cecil Garland, Director of Training, Corning Glass; and Eugene L. Burkhart, Director of Training, Electric Storage Battery Company; serving as conference leaders are Howard A. Pilkey, Manager, Training Branch, the Carborundum Company; Warren S. Stephens, Training Department, Eastman Kodak Co.; and Gerald Ottoson (M.S. in Ed. '49) Training Director, Solvay Process Division, Allied Chemical and Dye Corp. Scheduled to deliver addresses are Ross H. Smith, Assistant Director of Athletics, Cornell; Floyd C. Mann, Assistant Program Director, Survey Research Center, University of Michigan; and Tom G. Newton, Director of Training, Armstrong Cork Co.; also Vice-President, Region I, American Society of Training Directors.

Also taking part in the program are Profs. Earl Brooks, John Brophy, William Whyte, Edith Lentz, and Frank Miller.

FALL REVIEW APPEARS

Two ILR faculty members, Profs. Donald Cullen and Duncan MacIntyre, have contributed articles to the October issue of the ILR Review.

In his article, "The Taft-Hartley Act in National Emergency Disputes", Dr. Cullen concludes that no objective standards exist by which the success or failure of the national emergency provisions of the Taft-Hartley Act can be determined. These provisions, calling for injunctions against strikes which might cause a national emergency, have been the subject of bitter controversy for the past six years, but it cannot be "proved", statistically or otherwise, that government intervention in emergency disputes has or has not been justified.

Prof. MacIntyre, in his contribution to a symposium on "The Current Status of Workmen's Compensation", explores the benefits possible by supplementary private pension plans, achieved either by union negotiation or management initiative. While acknowledging the need for wider benefits by way of legislative changes, Prof. MacIntyre believes that such relief has little chance of enactment by present legislatures. Other authors included in the symposium are Herman and Anne Somers of Haverford College; S. Bruce Black, president of the Liberty Mutual Insurance Companies; and Jerome Pollock, social insurance consultant for CIO unions.

Other articles appearing are "Shop Society and the Union" by Joseph Kovner and Herbert Jahne, "The Interindustry Wage Structure and Productivity" by Frederic Meyers and Roger Bowlby, and "Concepts in the Measurement of Human Applications" by Solomon Barkin.

Profs. Edwin E. Witte, Oscar Ornati, Robert Raimon, F. F. Foltman, and Isadore Blumen of the ILR faculty have book reviews in this issue.

Jacob Seidenberg, Ph.D. '51 has his "The Labor Injunction in New York City, 1935-50" reviewed; while Val Lorwin, Ph.D. '53 also contributes a review.

BORDEN SCHOLARSHIP AWARDED

At an October 1 convocation of students and faculty of ILR School, held in Myron Taylor Moot Court, Miss Judith Weintraub, a senior from Forest Hills, was awarded the \$300 Borden Industrial and Labor Relations Scholarship.

The Borden award is made each year to a senior who has achieved the highest average grade for the last four terms. Dean M. P. Catherwood, who presided at the convocation, presented the award.

Miss Weintraub is a member of Raven and Serpent, a junior honorary society for women outstanding in extracurricular activities.

Speaker at the Convocation was Visiting Professor Edwin E. Witte.

HOST OF FOREIGN STUDENTS ENROLL AT ILR

A total of 19 entering students from 13 different countries has swelled ILR's enrollment this fall. This is exclusive of the 22 young West German trainees studying here.

Of these, 11 are classified as graduate students. They are: John Chapman from Wales; Frederick Fuerstenberg of Germany; Sarah Gille of Denmark; Pamela Haddy from England; Nawal Kapur and C. S. Krishnaswami of India; Alexander Lomas from Nova Scotia; S. R. Manoharan of Malaya; Karl Marning from Sweden; Keith Norman of England; and Arturo Tanco, Philippines.

The eight undergraduate and special students are: Konrad Bald from Germany; Lionel Barriere, Canada; Diane Chippendale, Netherland West Indies; Felix Hahn, Germany; Edmund Larkin, Wales, Lucio Mazzei, Venezuela; Julia Santangelo, Argentina; and Jose Tamayo, Peru.

Several of the students hold Fulbright, Smith-Mundt, and Teagle scholarships.

SCHOOL INTERNATIONAL COMMITTEE HOLDS PANEL

"College Life at Cornell -- See Ourselves as Others See Us" was the topic of an informal discussion on October 20, sponsored by the Student-Faculty International Committee of ILR School. Students and faculty attended.

Two foreign students and two American students of ILR led a panel discussion which attempted to answer two questions: "What can we expect in the way of student-faculty relationships?" and "how can we become socially integrated?"

Students on the panel were Elizabeth Foster, Chicago; Pamela Haddy, London; Jose Tamayo, Peru; and Don Crane, Harrison, N.Y. Sheila Abramson served as committee chairman. Prof. Mark Perlman served as faculty moderator.

PROF. KONVITZ SPEAKS TO CORNELL FOREIGN STUDENTS

Prof. Milton R. Konvitz, speaking on "Understanding the United States" at the annual orientation conference at Hidden Valley, Watkins Glen, Sunday, October 11, before approximately 150 Cornell students from 31 nations, pointed out that the U. S., because of its predominant position in world affairs, has incurred the "dislike and distrust" of many foreign peoples.

Secondly, he observed that people dislike this land because they feel Americans are "materialists" and as such are "cultureless and anti-spiritual." "This is due to a misunderstanding. We cannot achieve spirituality with materiality, for within the latter are the seeds of the former."

Attending the conference from ILR were: Sarah Gilles, C. S. Krishnaswami, S. R. Manoharan, I. J. Chapman, Patricia Maher, Felix Hahn, Julia Santangelo, Nawal Kapur, Arturo Tanco, Steve Goldsmith, Martin Siegel, plus most of the 22 young West German trainees studying at ILR.

GRADUATE ASSISTANTSHIPS LISTED

Following is the list of assistantship assignments for the fall term, 1953:

Joan Belenken, Statistics
Herbert Brown, German Program
John Chapman, Research
Ernest Combs, Labor Market Economics
Henry Fries, Statistics
Karl Gruen, Labor Market Economics
Donald Hill, Statistics
Herbert Hubben, German Program
Ralph James, Economic Institutions
Dallas Jones, Research (Neufeld)
DeWitt Keach, Social Security
Henry Landsberger, Human Relations
Richard Lyon, American Ideals
Patricia Maher, Public Relations
John McDonald, Collective Bargaining
LeRoy Marlow, Industrial Occupations and Processes
Herbert Mines, Personnel Administration
Norman Morse, Statistics
Bruce Neighbor, Extension
Keith Norman, Industrial Occupations and Processes
Thomas Patten, Library
Bob Reichenbach, American Ideals
Paul Richards, American Ideals
Reed Richardson, Extension
Thayne Robson, Social Security
Harold Ross, Collective Bargaining
Bob Sepessy, Labor History and Administration
Bob Simon, Library
Bob Taft, Extension

STYLE MANUAL REVISED: REPRINTS ARE PUBLISHED

The third edition of a "Manual of Style" has just been published by the School, revised and edited by Frances Eagan and Almira Leach of Research Division. The manual contains 63 pages.

Originally developed by Miss Vivian Nicander, former school editor, the manual first appeared in 1949. Since then the manual has been used extensively by graduate and undergraduate students in the preparation of theses and term papers.

"The Manual of Style" may be obtained, free of charge, in the School's Distribution Center, Room 45.

IIR School has recently published additional reprints: Reprint #11 by Visiting Professor Adolf Sturmthal is entitled "Nationalization and Workers' Control in Britain and France" (Journal of Political Economy); reprint #12, "What The Worker Really Thinks of His Union" by Leonard Sayles and George Strauss (Harvard Business Review); reprint #13 entitled "Occupation and the Selection of Local Union Officers" by George Strauss and Leonard Sayles (American Journal of Sociology); reprint #14, "Some Problems of Communication in the Local Union" by George Strauss and Leonard Sayles (Proceedings of the 5th annual meeting of the Industrial Relations Research Association); reprint #15, "Human Relations in Industry" by Prof. Ralph N. Campbell.

PROF. CLARK REPORTS ON ITALY (He was on a year's leave of absence)

My wife, two-year-old daughter and I reached Milan, Italy on October 27, 1952. After a bout of illness, which tied us down during November, we found good living quarters near the famous Sforza Castle. During the winter we enjoyed skiing at Cortina in the Italian Dolomote Alps, the scene of next winter's Olympics, and at St. Moritz and Davos in Switzerland. In April we rented a car and took a two-week vacation through the little-known mountains of Southern Italy.

My first four months in Milan consisted largely of reading a half dozen newspapers and a few periodicals every day and absorbing background material on the economic situation and labor movement in Italy. By March I narrowed the area of my investigation to the problem of unemployment in the iron and steel shipbuilding industries. In particular I studied the impact of the modernization program sponsored by the Marshall plan and the effect of the Schuman plan on these two industries. The layoffs in these industries have become a serious social and political problem because of the almost complete lack of mobility in the Italian labor market. When an obsolete steel plant tries to lay off large numbers of workers, it is often necessary for the police to patrol the streets in tanks and armored cars to minimize civil disturbance. This situation of course is exploited to the full by the Communists.

In the summer months of July and August we rented a cottage on the seashore north of Piazza where I enjoyed visiting my family on weekends. On weekdays I visited steel plants and shipyards and talked with industrial, trade union and government representatives.

Back in the States, our main concern at the moment is to persuade our small daughter to give up Italian and start talking English again.

PROF. WITTE ADDRESSES ILR CONVOCATION

"To make the government the whipping boy for everything that goes wrong in industrial relations is not only self-deceiving but very dangerous for the nation," Visiting Professor Edwin E. Witte, nationally known authority on labor relations, said, addressing the fall convocation of ILR students and faculty.

Speaking October 1 on the topic "The Past and Present in Industrial Relations," he noted that, "the truth seems to be that while both sides, labor and management, call for less government intervention, they miss no opportunity to get the government on their side when the political pendulum swings in their direction."

Dr. Witte called upon students to help preserve freedom and faith in a democracy by working toward a united nation, despite the problems they may encounter in their individual professions.

IRRA MEETING HELD

The first meeting of the local chapter of IRRA, Industrial Relations Research Association, was held Tuesday, October 13, in order to re-organize the local chapter. Nominations were held for officers. Elections will be by referendum to all current members and will be announced in the next issue.

Functions of IRRA, the only professional academic association covering the entire field of Industrial Relations, as well as information on how to attain membership, will be distributed to all ILR students and faculty within the next week or two.

ILR STAFFERS ELECT OFFICERS

At the year's first meeting held October 14, the ILR Staff Organization, with chairman Adrienne Smith presiding, elected the following officers: Georgia Youngman, chairman; Martha Jimerson, secretary; Frances Reddick, Maxine Henry, and Peg Williamson, members of the Advisory and Grievance Committee; and Gaile McCargo and Barbara Breckenridge to head the Education and Recreation Committees respectively.

NEWS OF GRAD STUDENT COUNCIL

The following officers were elected at an October 15 meeting of the Graduate Student Council: Hal Ross, vice-president; Jean Couturier, treasurer; Bob Sepessy, representative to Office of Resident Instruction; Keith Norman and Pat Maher, members at large. President Herb Mines presided at the meeting.

Bill Fries reported that arrangements had been made to get the use of Upper Enfield for the Graduate-Faculty picnic to be held Saturday, October 24. Tickets will cost \$1.25 per person. Games, including football, will be played.

ADDITIONAL STAFFERS AT IIR

Three new staffers have recently come to work at IIR.

Sara Otto is Prof. Edward Sargent's new secretary in Extension's Central District office. Sara, married last month to a Plant Pathology Department doctoral candidate, graduated from Binghamton North High and attended business school there. For the past two years she has worked in Cornell's Zoology Department. Sara has lived in Glendale, Calif. and in a small Pennsylvania town.

Dorothy Johnson, a native of Indianapolis, is Doris Stevenson's new assistant in the school's fiscal office. For the past seven years Dorothy has worked in the Albany-Schenectady area for the state departments of Civil Service and Temporary State Housing Commission. Her husband, an electrical engineer, is employed at Ithaca's GE plant. The Johnsons have a 13-year-old daughter, Arlene.

Most recent Mailroom staffer is Mrs. Ruth Benedict, in charge of supplies. Ruth, who attended Upper Darby, Pa., High School, has worked for an oil company and for the Penn Mutual Insurance Company in Philadelphia. Her husband, a Westinghouse fellow, is doing graduate work in mechanical engineering at Cornell.

PEOPLE ARE WONDERFUL

Administrative Assistant Riley Morrison and family spent the week of October 5 in Washington, D. C., visiting friends and enjoying the milder weather. He also did a few chores for the School.

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Prof. Ed Sargent of Extension is a busy man these days. He has been active in entertaining at recent Ithaca Community Chest dinners. Besides being president of the local Savage Club, he appeared in two acts of the Club's recent musical show at Bailey Hall.

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Dean Catherwood spoke in Elmira October 13 before the Park Church Men's Own group.

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Grad student Keith Norman last week met his wife and two children in New York, where they arrived by ship from their home in London. They will make their home in Ithaca while Keith does graduate work. He is a 1952 graduate from Kings College, London, with a B. Sc. in engineering.

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Terry, cocker spaniel owned by Lee Reisman, is taking an obedience course to help him learn conduct becoming to a gentleman.

Announcement is made of the engagement of graduate student Jim Buckley of Boston to Madeline Carey, daughter of Mr. and Mrs. Henry Carey of 106 Dunsmore Pl., Ithaca. Jim, a graduate of St. Michael's College, Burlington, Vt., is an MIIR candidate. Miss Carey attended Eden Hall in Philadelphia and was graduated from Smith College in 1951. She is secretary to the President of Wells College. The couple will be married October 30.

Prof. Robert Risley is teaching two sections of a six-week extension course for Corning Glass Company. The series in "Human Relations", is being conducted for supervisors, and for staff personnel.

Lee Avery, secretary to the Dean; Marilyn Cooper of the administrative office; Camma Young of Extension; Ruth McCann of the Research staff; and June Price of Human Relations are currently enrolled in an 80-hour Red Cross nurse's aid course.

Statistics grad assistant Joan Belenken announces her engagement to Lippman Bodoff of New York City. A '53 graduate of Yale Law School, Mr. Bodoff is associated with a New York City labor law firm. Joan (Barnard '53) is an MIIR candidate.

Josef S. Baudrexel, head of the Bavarian Adult Education Association, is currently visiting the School and Mrs. Alice Cook of Extension. His particular interest is citizenship education.

Another acquaintance of Mrs. Cook, Hon. Willi Birkelbach, member of the German Parliament, is also spending a few days on campus. Mr. Birkelbach, director of a trade union school in Germany, is a delegate to the Inter-Parliamentary Union meetings now going on in Washington.

Mrs. Addie Tracy, after an operation in the local hospital, is staging a speedy comeback at her home. She hopes to return within a week.

The school's placement office has been and will continue to make a series of placement visits to industrial plants in the state. Prof. Rudolph Corvini has visited the Albany-Schenectady, and Johnstown-Gloversville area during the past month, and plans trips to Buffalo, Rochester and Utica. Miss Kathryn Ranck Ranck is scheduled to visit the New England area later in the semester.

Prof. Paul Gordon of Personnel has a full program of speaking engagements this fall: In Buffalo on October 14 he addressed the State Nurses Association and the State League for Nursing. A week later he spoke on campus at an Institute for Directors of Nursing Homes. Next week he will speak on the organization and management of the Dietary Department for the American Hospital Association in New York City; on Nov. 13 he will speak on community hospitals at the local Kiwanis annual dinner. He will discuss "The Catholic Church and Labor" at Anabel Taylor Hall December 1; while the weekend of December 7-9 he will be discussion leader for the CURW campus conference on religion.

Prof. Eleanor Emerson of Extension is serving on an evaluation committee of the American Labor Education Service, working on their adult education projects.

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On a grand circuit these nights are Jerry Rounds of the Mailing Room and his wife, Betty. Members of a Grange installation team, the Rounds have recently installed officers at granges in Dryden, South Lansing, Enfield, Searsburg, with many more trips in prospect.

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Prof. Wayne Hodges is chairman of two teams engaged in the "University Community Cooperation Project" being sponsored by the New York State Citizens' Council with funds from the State University and the Association of Colleges and Universities of the State of New York. Under the project, contributions of New York colleges and universities to the improvement of their communities will be studied. Prof. Hodges is chairman of Cornell's host team which will be visited Oct. 22 and 23 by representatives from other colleges; and he is also chairman of the visiting team which on Oct. 19 and 20 studied community contributions at Keuka College.

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Prof. Lynn Emerson will speak at the Virginia Educational Association meeting in Richmond, Va. October 30. His topic will be "Some Trends in Industrial Arts, Vocational-Industrial and Technical Education."

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ILR's Director of Extension Ralph Campbell spoke today at an Institute for Training Directors at Rutgers on "The Use of Case Studies in Training." November 10 he will discuss "Effective Employee Communications" at Syracuse before the National Association of Furniture Manufacturers.

Prof. Alpheus W. Smith has recently spoken before the Geneva Rotary Club, the Ithaca Gun Company, and the 12th annual convention of the New York Chapter of the International Association of Personnel in Employment Security. He also delivered the opening address at the 10th anniversary program of the Foremen's Club of Montreal.

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Mimeograph operator Russ Hovencamp is reserving the week of October 26 for some pheasant hunting in his favorite local haunts.

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Miss Ardemis Kouzian, extension field representative in the Capital District, spoke to the Birmingham, Mich. AAUW group October 14 on "An Educational Experiment That's Clicked."

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The four West German women students studying at ILR, under the guidance of Dick Gordon of the Western District Extension Office, visited Adams Department Store and the Girls' Vocational High School in Buffalo last Wednesday, October 14.

WOMAN OF THE WEEK

Edith Lentz, Human Relations research associate, started putting human relations into practice at an early age.

"Born and raised" in Philadelphia and one of a family of six children, Edith became, of necessity, a wage earner at 14, when she went to work in a factory wrapping cakes after school and summers. She also served a stint in a 5-and-10.

Following high school and until the "City of Brotherly Love" went broke, she took a training course in library work. W.P.A. then provided her a job at the U. of Penn library at \$13 a week. With the city becoming solvent again, she continued on as information library clerk at a city library.

From 1942 to 1944 Edith (a Quaker) worked with the American Friends Service Committee and as associate secretary to the Friends Social Order Committee. Following six months as aide to director of the Philadelphia Labor Education Association, Edith's interest in the field of labor education was aroused.

Up to the time of her leaving home to enter the University of Chicago, Edith had taken scattered courses at Penn and Temple Universities. At Chicago a felicitous acquaintance was begun between Edith and IIR's Professor Whyte, then at Chicago. He put her to work as a waitress, absorbing "background" for his research in the restaurant industry. On the side he coached her in interview and observation techniques. When Prof. Whyte came to IIR in 1948, Edith had another year to go for her master's; however, she came here the following year as research associate.

Two years ago, with the expanding of the human relations staff, she was named field director of a two-year, American Hospital Association-sponsored study of human relations in hospitals. Six hospitals in widely scattered communities were chosen for the study, financed by a Carnegie grant. Also working on this project (to be completed this semester) are research associate Bob Wilson and grad assistants Jiri Kolaja and Marvin Okanes.

According to Edith, in order to observe "human relations in action" and to see how people really behave in a given situation, the researcher seeks to fade into the background by taking on little chores. For instance, she posed as a student nurse for a week, even to wearing the uniform, with the end of gaining insight into the particular problems and points of view being sought out.

Come February, Edith will begin residence for a doctorate at IIR. She has already passed her qualifying exam and her two language tests - French and German. Two years hence, with her Ph.D. behind her, she hopes to embark upon a career combining teaching and research.