

SEE PAGE 3 FOR STORY
ON PILES OF DIRT

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July 15, 1954

LOIS GRAY MOVES TO NEW YORK

Mrs. Lois S. Gray, Director of the Western District office of the School's Extension Division was appointed, effective July 1, Director of the Metropolitan New York City District office. Mrs. Gray takes the place of Miss Effey Riley who retired last year.

Before taking charge of the Western District office at Buffalo in 1946, Mrs. Gray had served as an economic analyst for Military Intelligence during the war and as a field examiner for the Buffalo office of the National Labor Relations Board. As Director of the IIR School's extension activities in the Buffalo area, Mrs. Gray helped to supervise the expansion of educational programs from 13 in 1946 to nearly 90 this year, with an enrollment of 2500.

While residing in Western New York, Mrs. Gray has been active on the Board of Directors of YWCA, the League of Women Voters, the Economic Relations Committee of the Council of Churches, and the State Committee Against Discrimination.

Ed Gray, husband of Lois, will assist the Director of Region 9, UAW, with headquarters in New York City. The Grays are still house hunting.

SUMMER CLASSES UNDER WAY

Summer session started on-campus July 7 with IIR registrations totaling around 125 in the twelve courses offered - seven in the Industrial and Labor Relations section and five in the Industrial Education section.

Enrollments (to date) for the seven one-week seminars offered this summer total 92 with about half from out-of-state. (includes 16 states, Washington, D.C. and Canada). Ten are from Ohio, five each from Pennsylvania and Illinois. American Airlines sent the largest number of participants - eight of them were enrolled in the Problem-Solving Seminar; General Electric sent seven and Crucible Steel five, whereas 10 other organizations sent two each.

These include Electro Metallurgic, Esso Standard, General Mills, Goodrich Tire and Rubber, Lederle Laboratories of American Cyanamid, Owen-Illinois Glass, Simplex Wire and Cable, United Aircraft, Association of Journeymen and Apprentices of Plumbing and Pipe Fitting, and the Joint Industry Board of Plumbing Industry of New York City.

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THREE ILR FACULTY TAKE NEW POSITIONS

Three members of the ILR faculty have resigned to take on new assignments: Prof. Betty Barton, Ardemis Kalousdian and George Strauss.

Betty Barton of the Extension Division has accepted a position as general secondary supervisor of English and social sciences for three secondary schools in the South Orange and Maplewood (N.J.) joint school system. Since coming to ILR in 1951, Prof. Barton has worked with the secondary schools of the State, assisting with problems of introducing industrial and labor relations into the social studies curricula. She has authored a publication on Workmen's Compensation for use in secondary school teaching. She has previously taught social sciences at Pearl River High, at the Alexis I. du Pont School in Wilmington, Del., and at the Children's School, U. S. Military Academy. She received a B.S. from Buffalo State Teachers and an M.A. from New York University.

Mrs. Ardemis Kouzian Kalousdian has quit the post she had held for the past five years as field representative of the Capital District Extension Office to become a housewife at her new home in Detroit. An ILR'er since 1947, Mrs. Kalousdian first worked in the School's Research Division. In the Capital District she has established a considerable reputation for her understanding and knowledge of the peculiarities and personalities of the various communities of her district. Before coming to ILR Mrs. Kalousdian held supervisory positions with the Bureau of Labor Statistics; she also served as work analyst for Aeronautical Products in Detroit. She is a graduate of the University of Michigan where she also did graduate work.

George Strauss, currently research associate in the School's Human Relations Division, will become a faculty member at University of Buffalo in September. He will be assistant professor in the Industrial Relations Department of Buffalo's School of Business. Strauss, with Leonard Sayles, now of the University of Michigan, is author of the book "The Local Union - Its Place in the Industrial Plant", (Harper, 1953). Strauss has currently been carrying on research with a diversified group of local unions in Rochester. He is a graduate of Swarthmore and received his Ph.D. at M.I.T., where he did a thesis on leadership participation in local unions.

FACULTY PROMOTIONS ANNOUNCED

The promotion of three ILR faculty to associate professor was recently announced: They are: Felician F. Foltman, Robert L. Raimon, and John P. Windmuller.

Prof. Foltman of Personnel Administration is a graduate of State Teachers College at Oswego and has M.S. and Ph.D. degrees from Cornell. At ILR he has taught extension courses as well as resident courses and has put on numerous management courses. He is program director of the four-week courses in Human Relations in Administration. While doing graduate work he served as graduate assistant. A veteran of World War II, he has been on the faculty since 1949.

Prof. Raimon did his undergraduate work at Columbia's School of Business Administration and received both M.S. and Ph.D. degrees at Cornell. He currently teaches in the field of labor economics. He is co-author (with Prof. Tolles) of a study "Sources of Wage Information: Employer Associations." A veteran of the last war, Raimon served as teaching assistant, instructor, and research associate at the School prior to becoming assistant professor in 1951.

Prof. Windmuller, a graduate of University of Illinois in 1948, likewise received both M.S. and Ph.D. at Cornell. He also served as graduate assistant (labor market economics) while doing graduate work at ILR. For two years after joining the School's faculty, Windmuller directed the program for the West German trainees studying at ILR. He currently teaches a course in Comparative Labor Relations. He is also a veteran of World War II.

ILR SHUT OFF FROM WORLD BY DRIFTS OF DIRT

As the mountains of dirt continue to pile up outside the ILR buildings, rumors to explain them continue to pile up inside.

An unnamed but moderately reliable source close to the Dean's office has offered information to set the record straight. The pits are not designed to make possible a lower ceiling on undergraduate grades. Nor is the excavation subtle pressure to get the new building program underway by burying the old. No one is tapping telephone lines to discover the shortest route to an army commission.

More plausible is the explanation that the University's maintenance crews are empowered to make periodic inspection of all pipes to make sure that the proper waters flow in and that improper waters flow out.

Actually, all the digging has nothing to do with ILR. The new Engineering building (built to serve as a backdrop for ILR operations) requires expanded utilities to serve it. The ditchers and delvers are simply using the ILR lawn as a backyard in which to dump debris.

VISITING SUMMER LECTURERS AT ILR

Two visiting lecturers have been appointed to the summer staff of ILR to teach in the School's extension conferences.

Clyde B. Summers, associate professor of law and assistant to the Acting Dean of the Law School at the University of Buffalo, has been an extension teachers for ILR since 1949. During the spring term, 1953, he was a visiting lecturer at the School.

Louis J. de Rose, associate professor and chairman of the Labor-Management Department at Fordham, has been an instructor for ILR in the New York City area since 1951.

JULY REVIEW CONTAINS ARTICLES BY ILRERS

The July issue of the Industrial and Labor Relations Review offers its public two articles by ILR staff members. Prof. Jean T. McKelvey in "The 'Closed Shop' Controversy in Postwar Britain," contrasts American and British concepts and practices with respect to the closed shop. Dr. Lois A. Dean, until recently a research associate, writes about "Union Activity and Dual Loyalty," to show that research findings suggest the very real possibility that union workers can be sturdily loyal both to their unions and their employers.

Other staff members are represented by book reviews: Dean M. P. Catherwood; Profs. William F. Whyte, John P. Windmuller, and Mark Perlman; and Lois Gray.

Reviews are included, also, of books by Prof. Adolf Sturmthal -- "Unity and Diversity in European Labor," and by Chris Argyris, who earned his Ph.D. at ILR -- "Personality Fundamentals for Administrators."

SUMMER ASSISTANTSHIPS ANNOUNCED

Sixteen summer assistantships have been granted at ILR as follows:

Ray Brown, Reed Richardson and Bob Taft - Extension Division
Karl Gruen, Donald Hill, Dallas Jones, Carl Oles - Research Division
Bob Simon - Library; Sam Trull - Personnel Administration
John McDonald, Keith Norman, Thayne Robson - Summer Session
Hal Ross - Collective Bargaining
Paul Richards - Office of Resident Instruction
Tom Patten - Social Security
Bob Christie - Labor Union History

SEVEN SUMMER CONFERENCE PROGRAMS FOR LABOR

An expanded series of conference programs for union groups has been charted for the ILR campus this summer: three for the CIO, three for the AFL, and one for a mixed group of union officers and business agents.

The first scheduled conference was held from June 27-30, for six members of the CIO Community Services Committee Staff, on Community Research.

The second conference, in the form of two successive one-week institutes, scheduled for July 11-24, will welcome about 80 representatives from the United Steelworkers, CIO.

A one week's conference will be held from July 25-30 for a small group of union officers, stewards, business agents and staff members, who will study skills in imparting information to members, explaining union problems to rank and file, and in promoting participation in union affairs.

From July 30-August 1, about 40 delegates from the International Association of Machinists, AFL, will meet to study current labor and economic developments, and educational methods useful in union programs.

A three-day conference for 30 representatives of the New York State Federation of Labor will convene August 3. Conference topics include Contract Negotiations, Labor Legislation, Unemployment Insurance, and Workmen's Compensation.

Another of an annual program for Local 3, IBEW, AFL will be conducted from August 6 to 14. The program will emphasize union participation in community affairs.

About 40 participants in the UAW-CIO program, from August 9-14, will study Trade Union History and conduct two workshops on Grievance Procedure and Time Study.

Among ILR faculty serving as teachers and discussion leaders for these series of conferences are Profs. Jensen, Ornati, McConnell, Risley and Sargent. Extension field representatives Walter Broderick, Richard Gordon and Wallace Wohlking will also be active. Two visiting professors at Cornell this summer will contribute to these programs: Clyde Summers of the University of Buffalo, and Louis de Rose of Fordham University.

DUNCAN MACINTYRE GRANTED LEAVE

Prof. Duncan MacIntyre has been granted leave until February, 1955 to serve as consultant to the Senate Labor Subcommittee on Health Welfare Funds. This subcommittee has been appointed by the Senate Labor and Public Welfare Committee to investigate health and welfare plans set up under collective bargaining agreements.

ACTIVE VITA PROGRAM PLANNED

With two meetings already behind it, VITA (Vocational, Industrial Arts and Technical Association) looks forward to future weekly gatherings for the duration of summer session, according to Prof. John Brophy, VITA's adviser. At its first meeting, held July 8 in the staff lounge, ILR grad student Henry Ziel, recently returned from Saudi Arabia, showed colored slides and commented on his experience with industrial training in the region. Last Tuesday, Carlton Dwight, training director for Scintilla Division, Bendix Aviation of Sidney, spoke on "Industrial Training in a Unit of a Multi-Plant Operation." Slated for next Tuesday's program is Nelson Murbach, Chief, Bureau of Occupational Extension and Industrial Service, State Education Department, discussing "Liaison between Education and Industry."

VITA is an informal organization whose purpose is to advance friendships, stimulate professional growth and further interest in industrial education.

TRAINING DIRECTORS CONFERENCE ATTRACTS OUT-OF-STATERS

The Training Directors Conference - 103 strong (held on campus June 28-July 1) drew over half of its enrollees from out-of-state and country. Forty-four participants were from 17 different states, two from the Philippines, one from the Canal Zone and eight from Canada. Prof. Lynn Emerson, in charge of the conference, attributes the nation-wide geographical attendance in part to the national reputation of speakers such as Cloyd Steinmetz of Reynolds Metal and Bill Levy, National Association of Foremen.

DAN PAOLUCCI TAKES PANAMA JOB

Dan Paolucci, who received his Ph.D. last month, has accepted a position as Training Officer for the Panama Canal Zone. The Paoluccis will sail July 19 for Panama. Living quarters have been arranged for them.

Dan has served as research associate at ILR where he carried on a Navy Research project. He has also taught Engineering Drawing on campus. Following World War II Dan was Education Adviser for the Heidelberg Military Post in Germany. Prior to coming to Cornell he worked in the Education Department of Sperry Gyroscope Company. Before the war he taught for ten years in the Endicott (N.Y.) public school system.

ALUMNI ATTEND ILR CONFERENCES & SEMINARS

ILR alumni are demonstrating interest in their alma mater's summer program by attending recently-staged conferences and seminars.

- Joe Ioële '52, Personnel Assistant, O-Cel-O Division, General Mills, Buffalo, and Bill Walker '51, Personnel Assistant, New York State Electric and Gas, Binghamton participated in the Training Directors Conference.

Charles Volk '48, Administrative Assistant, Electro Metallurgical Co., Sheffield, Ala., attended Prof. Foltman's seminar in "Problem Solving."

Enrollees in Prof. Corvini's "Personnel Selection and Placement" seminar were Jeff Davis '50, Personnel Assistant, Chase Brass and Copper, Waterbury, Conn., and John Keenan '52, Employment Manager, Crucible Steel, Harrison, N.J. Fred King '50, Assistant to Director of Industrial Relations, Dana Corporation, Toledo, is slated to attend the seminar on "Annual Wage Issues" the week of August 9 taught by Prof. McConnell.

PEG WILLIAMSON MARRIES CARMINE YENGO

The marriage of an ILRer to a former ILR staffer took place June 26 in Anabel Chapel on campus when Peg Williamson, daughter of Mr. and Mrs. Robert Williamson of 205 Fairmount Avenue, married Carmine Yengo of Ithaca.

The bride, escorted by her father, wore a gown of embroidered Swiss organdy and carried a bouquet of stephanotis and fern with a corsage of orchids.

Miss Veralee Hardenburg of Ithaca, the maid of honor, wore pink and white organdy, while bridesmaids Miss Joanne Hankinson of Ithaca and Mrs. William Irving of Charlotte, N.C. (sister of the bridegroom) wore blue and white organdy. William Irving was best man, while Robert Williamson and Louis Casciotti of Ithaca served as ushers. A reception was held in the Statler Club.

Both Peg and Carmine graduated from Ithaca High. Carmine attended Cornell where he also received his master's degree. He is now doing graduate work at Cornell toward a doctorate in education.

The bride's co-workers gave her a dinner party at Statler and a luncheon at Sunnyside.

The couple are now living at 232 S. Geneva Street.

PEOPLE ARE WONDERFUL

Three girls - all of them previously employed at ILR - have returned for the summer: Eleanor Beeson, a Keuka College junior, is assisting Conference Secretary Betty Matheney for the summer; Mary Catherwood is currently filling in for Martha Bezner in the Research Office; Marjorie Toxen, an Ag senior, is helping out in the Office of Resident Instruction. Last year Marjorie did her cadet teaching at the local junior high.

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Karl Otto Mann, doctoral candidate, has returned to ILR this month to complete requirements for his degree. Karl has been employed as Labor Economist, Wage and Hour Division, U. S. Department, Puerto Rico.

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The Donald Cullens have joined the ranks of ILR faculty living in Trumansburg. They have recently purchased a roomy house with plenty of space around it, a convenient two blocks from the school.

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The library catalogue room welcomes Mrs. Mary Evangelista, a June graduate of the University. Mary is a native of Salem, Ohio. Her husband is entering Cornell Law School this fall.

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Dottie Titus, secretary to Profs. Brophy and Foltman, leaves ILR this week. She and her husband plan to visit relatives on Long Island for a few weeks before reporting to Ft. Sill, where her husband will be a commissioned officer.

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Prof. Ralph Campbell of Extension Division is author of an article in the July 1954 issue of "Auditgram", a magazine of bank control and operation. In the piece, titled "Effective Supervision Means Effective Operations", Prof. Campbell relates effective employee supervision to a recognition of the human factor in business.

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John Keenan '52 wants his friends to know that he is out of the Army and back at Crucible Steel, where he is employed as Employment Manager in Harrison, N.J.

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A goodly number of ILR'ers attended the wedding June 18 of Sallie Beach, daughter of former ILRer C. K. Beach, to Bob Seaney, a Ph.D. candidate at Cornell. Sallie, a June graduate of Keuka College, has worked at ILR during her work-training period.

One Faolucci leaves as another enters the scene at ILR. As Dan leaves for Panama, brother Tom comes to spend his third summer as a graduate student in industrial education.

Prof. Milton Konvitz delivered the commencement address to the graduating class at Franklin Academy and the Prattsburg Central High School June 28. He spoke on the threats to some fundamental freedoms of American citizens, discussing political freedom, the rule of law, separation of powers, and separation of church and state.

Leone Eckert of the library's Labor-Management Documentation Center spent the last half of June attending a Records Management Institute at American University and the National Archives, Washington, Washington, D.C.

Fil Foltman and Bob Risley are spending their spare time on the University golf course these days - either practicing for or participating in a tournament.

Mike and Sydelle Puchek are parents of a son, Robin Irwin, born May 16; weight 7 lbs. 14 $\frac{1}{2}$ oz. The Pucheks have one daughter. Both Mike and Sydelle are former ILRers.

Prof. Kazuo Okochi of Tokyo University visited ILR July 7 and 8.

Nancy Hodges, daughter of Prof. Wayne Hodges, was graduated this June from the University of California at Berkeley and was married July 4 to Justin Dwinell, a graduate student at Cal's Boalt School of Law.

An article on ILR School titled "Cornell Teaches a New Science in Labor Relations" appeared in the June issue of IM (Industrial Marketing). It was authored by the consulting firm of Newcomb and Sammons and describes the School's program.

Vacation Briefs

Lee Reisman of the Administrative offices, with her husband Eli, spent a week with their respective parents in the Catskills and on the Island. Lee reports that on the hottest day they were cold swimming at Jones Beach.

Jerry Rounds of the Mailing Room and his wife, Betty, are currently vacationing; they are touring the Adirondacks this week and next week will spend in Detroit visiting relatives.

Georgia Youngman of the McKelvey-Neufeld suit acted as her sister's matron of honor June 26 at Williamsville. Husband Stan was an usher.

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Barbara Breckinridge, secretary to Prof. Jensen, spent a week's vacation recently at her home near Brockport.

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Fran and Bob Reddick - during their two weeks' vacation - visited relatives in Detroit. After a tour of the Lincoln Mercury plant, Bob emerged with a yen for a new Mercury.

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The ILR sisters - Betty Woolcott of Extension and Sally Gilbert (secretary to Profs. Ornati and Perlman) recently visited their parents' home in Clarksville, Tenn.

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June Price of the Human Relations staff spent last week taking it easy at her home in Genesee, Pa.

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Bernie Naas of the library staff hopes to make a fishing trip to the St. Lawrence next month.

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Mary Ann Coghill of the Research Division has returned with a beautiful tan from a motor trip through the Great Smokies.

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Prof. Jim Campbell of Resident Instruction, equipped with a fishing license, hopes to try his luck in the Adirondacks this month

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Marjorie Toxen of Resident Instruction and husband Arnold spent last week in Washington, D. C. visiting relatives and checking on Arnold's draft status.

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On campus recently were three alumni: Fred Golub '52, Extension Associate, Institute of Management Labor Relations, Rutgers, and his wife for an over-the-fourth holiday. Ken Hubbard '48, Manager of Industrial Relations, Motor Products Corp., Marian, Ohio, en route to his job after a visit with his family; Irwin Krantz '48, Personnel Research Analyst for American Airlines.

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Martha Bezner, Research Division secretary, at this writing is still at home recovering from an emergency appendicitis operation.

WOMAN OF THE WEEK

Loiterers who lounge around, transients who travel up and down the corridor of the upper level that serves the administrative lairs, are here forewarned that the electronic typewriter will be silent for the weeks immediately ahead. Miss Lee (for Leola) Avery, the slim and trim guardian of the Dean's appointment book, will be vacationing in the distant reaches of our country. Lee will join the band of happy wanderers to make the long trek to California, accompanied by her mother and carried by the family car.

If all of life is a journey, as weary poets have sometimes said, the data on Lee's doings make up a log-book on her 30-year odyssey. The first move of the Avery family was from Endicott, Lee's birthplace, to Newark Valley. The latter hamlet, just beyond hollering distance from Ithaca, has been Lee's home base ever since. After her graduation from Newark Valley's high school in 1941, Lee sojourned for four years in the western New York village of Houghton where she attended Houghton College. Besides studying dutifully, Lee demonstrated enough extra-curricula enterprise to be named to Who's Who in American Colleges, and to star in several sports (basketball was her forte).

Post-college employment in Binghamton and Rochester gave Lee her first practice as a receptionist; she deserted the office-girl world temporarily, however, to try her hand (and punitive ruler) as a schoolmarm: two years of junior-high social studies at ~~Maine~~, N.Y. The intermediate summer was spent at Teachers' College of Columbia U, and the year '48-49 at Ridley's business school in Binghamton. After passing the short fingernail test on the IBM, Lee got herself hired to back up a desk in the Dean's suite of offices here at ILR.

And here she labors still. For play, Lee is still a sports-lover; has played in city basketball league, and with the quondam ILR girls' softball squad - an aggregation whose fame is still echoed, if weakly, around Sage Green. A recent extra-hour venture is her service, with a group of other ILR girls, in the local nurses' aid program at T.C.M.H.

Lee has trained well for the California trip; shakedown cruises to Florida, Virginia, and New England in recent years have taught her the way around speed traps, over broken boulevards, and between soft-shoulders. We wish her god-speed and a relaxed return to the executive suite.