

ILR FALL CONVOCATION

at 11:00 a.m.
Tuesday, October 5
David Cole, Visiting Professor,
will be featured speaker.
More details later.

Vol. VII, No. 2

September 29, 1954

COLE, SEWARD NAMED VISITING FACULTY

Two well known labor arbitrators have been named to the ILR staff as visiting professor and lecturer

David L. Cole, arbitrator and attorney, has been appointed Visiting Professor for the academic year 1954-55. Mr. Cole is a former Director of the Federal Mediation and Conciliation Service, a former Chairman, New Jersey State Board of Mediation, and was a public member of the Second Regional War Labor Board. He has also held several appointments on presidential fact-finding boards in labor relations disputes. At present he is a permanent arbitrator for the International Harvester Company and the United Automobile Workers, CIO. He is teaching the seminar, "Government Adjustment of Labor Disputes" this semester.

Ralph Seward, a visiting lecturer for the 1954 Spring term, has been re-appointed for the fall 1954 term. Mr. Seward has held appointments on the National Defense Mediation Board, the War Labor Board, and presidential fact-finding boards. He is currently a permanent arbitrator for the Bethlehem Steel Corporation and the United Steelworkers, CIO. He is conducting the senior course "Arbitration in Labor and Management Relations."

TRAINING CONFERENCE TO BE HELD

The eighth annual conference for Training Directors will be held on campus October 12-13. Conference theme will be "Training for Cost Reduction and Control."

The conference aims to provide Training Directors and others engaged in policy determination or administration of training programs with an opportunity to (1) develop insight into the problem of cost reduction and control, (2) canvass company experience with programs designed to improve operating efficiency, and (3) to preview changes in management development resulting from automation.

Discussion leaders will include John Corson of McKinsey and Company; Edward Martin (ILR '49), Director of Training, Koppers Co.; Moorhead Wright, Manager of Development Service Dept., General Electric; Richard McNaughton, Supervisor of Management Training, IBM; William Heinith, (ILR '48) Personnel Manager, General Foods.

ILR faculty will serve as discussion session chairmen. Prof. Brophy is conference program chairman.

"For Our Information" is issued by the N.Y.S. School of Industrial and Labor Relations for faculty, staff, and students.

NEW FACULTY APPOINTED

Several appointments to the ILR faculty are announced:

Edwin Harris has been named Assistant Professor in the field of personnel administration. This semester he is teaching a course in "Supervision of Personnel" and doing research in personnel.

A graduate of Wayne University in 1949, he received his M.A. from the same university and his doctorate from Ohio State in 1952, with a major in industrial psychology. Prof. Harris came to ILR from the Officer Education Research Laboratory at Maxwell Air Force Base, a detachment of the Air Force Personnel and Training Research Center at Lackland Air Force Base. As a Personnel Evaluation and Selection Psychologist at Maxwell AFB, he did research on assessment and placement of officers.

He held a teaching assistantship at Wayne and a research assistantship at Ohio State.

Frank Miller has been appointed Assistant Professor in the field of human relations. He is teaching the senior course "Applied Human Relations."

A graduate of Reed College, he has an M.S. and Ph.D. from ILR. Last year he was a Research Associate at ILR. In between degrees, Miller served as instructor at Gonzaga University, Washington State; as training director for Pacific Power and Light Co. in Portland, Oregon; and as guidance director at Reed College. While a graduate student at ILR he had an assistantship in the Human Relations Division.

Harlan B. Perrins, Jr. has joined the ILR faculty as Assistant Professor and Director of the School's Central District Extension Office with headquarters in Ithaca. He has a B.A. in economics and an M.A. in labor economics from Yale University.

For the past two years Prof. Perrins has been resident Wage and Salary Administrator at the Norden Laboratories in White Plains. Prior to that he was Job Analyst at Norden Instruments at Milford, Conn. From 1950 to 1952 he was Industrial Coordinator for the New Haven YMCA Junior College and represented the College and its program to industry in southern Connecticut. He also assisted industry in the formulation and execution of management development and in-plant training programs and taught courses in economics and human relations.

Miss Eleanor Goodman has been named Counselor in the Office of Resident Instruction. She will do both graduate and undergraduate student counseling and will be concerned with alumni programming. Miss Goodman has worked in the Office of Resident Instruction for the past eight years, working with both undergraduate and graduate student records. She has been employed at General Electric in Schenectady and at G.L.F. in Ithaca.

Henry Landsberger has been appointed Research Associate in the Human Relations Division. He will do research on human relations problems under the direction of Professor Brooks. He has a B.S. from the London School of Economics and Political Science, University of London, and a Ph.D. from ILR (1954). During 1952-53 Landsberger served as extern in Clinical Psychology at the Michael Reese Hospital in Chicago. During 1948-49 he worked in the Personnel Office of a sugar refinery in Chile.

SABBATICS GRANTED TO ILR FACULTY

Three ILR faculty have recently begun sabbatic leaves: Professor Ralph Campbell, Director of Extension, is spending his leave in Ithaca "catching up on his reading," Prof. Robert Ferguson has been in Europe since July, teaching at the Salzburg Seminar and doing research and traveling. He expects to return to the States next month; Prof. William Whyte, as reported more fully elsewhere in this issue, is doing research in Venezuela.

NEW FIELD EXTENSIONERS NAMED

The Extension Division of ILR announces appointment of three new field workers: Richard Gordon as Field Representative for the Western District Office; Walter Broderick as Field Representative for the Capital District Office; and Wallace Wohlking as Assistant Field Representative for the Western District Office.

Gordon holds a master's degree from the University of Miami. Before coming to Cornell as a Ph.D. candidate in 1952, he was on the University of Miami faculty, and had served as an investigator for the U. S. Bureau of Labor Statistics. He replaces Mrs. Lois Gray in the Buffalo Extension Office. Mrs. Gray has moved to the position of Director of the New York Metropolitan District Office.

Broderick, who has been Assistant Field Representative in the Central District since 1953, replaces Mrs. Ardemis Kouzian Kalousdian. A graduate of ILR School, Broderick has worked as a field examiner for the NLRB and as a field representative for the UAW-CIO.

Wohlking holds an M.S. from ILR School and a B.A. from University of Iowa. He has worked for the American Export and the Black Diamond Steamship Lines, as well as a graduate assistant at ILR. For the past two years he has served as Assistant Project Director of the Inter-University Labor Education Committee program conducted by ILR Extension.

ILR FACULTY LEAVE

Three full-time and one visiting faculty member have left ILR during the summer: Profs. Betty Barton, Paul Gordon, Edward Sargent, and visiting professor Adolf Sturmthal.

Prof. Betty Barton (as reported in the July FOI) formerly of the Extension Division, has accepted a position with the South Orange and Maplewood (N.J.) joint school system. She is general supervisor of English and social sciences for three secondary schools. She previously taught social sciences at Pearl River (N.Y.) High School.

Prof. Paul Gordon, who taught resident and extension courses in Personnel Administration, has been named professor and chairman of the Management Department, School of Business Administration, Duquesne University, Pittsburgh. His job will involve responsibilities in organization and administration, production management, public management and industrial relations. Before coming to ILR in 1949, he was with Brooks Brothers in New York and with Standard Oil of New Jersey, both in the U. S. and South America, working in wage and salary administration, employment, and training.

Prof. Edward Sargent, former Extension Central District field representative, has been named to the faculty of the State University Teachers College at Albany. He is in charge of the introductory program, Foundations of Education, required of all prospective teachers. Before joining the ILR staff, he was on the faculty of Ithaca College, where he taught Public Speaking, English, and Literature. He has a master's and doctorate from Cornell.

Prof. Adolf Sturmthal, former Visiting Professor at ILR, has returned to Bard College, where he is a member of the Economics Department.

INDIANS VISIT SCHOOL

Two teams of industrial relations specialists from India are slated to visit ILR this fall. The first team of ten men are currently at the School, having arrived September 18. The second group will arrive October 20. The Indians will be in America a total of one year. The first team consists of four textile engineers, two trade union leaders, two government employees and two professors. While here they will confer with ILR faculty and visit industries in the area. Prof. Oscar Ornati is the School's host for the group.

ILR SWINGS INTO BUSY PROGRAM

School swung into an accelerated routine last week with registration, orientation, and beginning of classes. Orientation for ILR undergraduates and parents was held September 17, followed by a tea. Graduate orientation was September 18. Following the opening of classes last Wednesday, a graduate-faculty tea was held Friday, the 24th in Willard Straight Hall.

Approximately 76 undergraduate and 34 graduate students are newly enrolled at ILR this fall, making a total student body of roughly 376 students.

One new course, Applied Human Relations (ILR 420) taught by Prof. Frank Miller, has been added to the curriculum. Other course changes are as follows: Mr. John Storm is teaching ILR 192, Industrial Occupations and Processes; Prof. Hanson is teaching ILR 220, Human Relations; Prof. Risley, ILR 293, Survey of Industrial and Labor Relations; Prof. McConnell and others, ILR 371, Principles of Insurance; and Prof. Harris, ILR 461, Supervision of Personnel.

David Cole, Visiting Professor, is conducting the seminar in Government Adjustment of Labor Disputes (603); Prof. Morton, recently returned from a leave of absence, is teaching ILR 610, Economic Statistics; the graduate course, ILR 570, Social Security and Protective Labor Legislation, is being conducted by Dr. Fred Slavick.

RECENT GRADS TAKE JOBS

Several recent graduates of the School have recently taken jobs with industry and education:

Bob Christie, Ph.D. '54, is an instructor in History at Lafayette College, Easton, Pa.

John Flagler, former graduate student, is an instructor at St. Bonaventure College, near Olean, N.Y.

Donald Hill, M.S. '54, has resumed work with American Telephone and Telegraph Company in Philadelphia.

Roy Marlow, Ed.D. next February, will leave ILR October 15 for a position as Staff Training Assistant in the Industrial Relations Department, Koppers Company, Pittsburgh. Last semester Roy was an instructor, teaching ILR 192.

Richard Lyon, Ph.D. '54, has taken a position as Assistant Professor of Industrial Management, at University of Florida's College of Business Administration.

Henry Ziel, Ph.D. '54, is Training Director for Eclipse Division of Bendix Aviation, Elmira.

Herbert Zollitsch, Ph.D. '54, is Assistant Professor, School of Business, Marquette University, Milwaukee.

PROF. KONVITZ AUTHORS BOOK

The Cornell University Press recently published "Bill of Rights Reader, Leading Constitutional Cases," a 591-page book compiled and edited by Prof. Milton Konvitz of ILR. The Bill of Rights Reader is a volume in the series, Cornell Studies in Civil Liberty.

In this book Prof. Konvitz brings together 80 cases to present a picture of legal thinking in regard to this aspect of the American political scene. The opinions of the court have been chosen and edited for the light they shed upon the significance of the controversies. Introductory notes place each case in its proper context within the development of American constitutional law.

Prof. Konvitz has been a student of constitutional law and political theory for a quarter of a century and has written widely in the field. His published works include "On the Nature of Value," "The Alien and the Asiatic in American Law," "The Constitution and Civil Rights," and "Civil Rights in Immigration."

At ILR Prof. Konvitz teaches the popular course "Development of American Ideals."

PROF. WHYTE TO SPEND YEAR IN VENEZUELA

Prof. William F. Whyte of the School's Human Relations Division is spending a year's sabbatic in Venezuela. As the director of a research project for the Creole Petroleum Company at Maracaibo, he plans to do a case study of labor-management and union-management relations, including the relations between the company and the Venezuela community. Prof. Whyte, in his study, will concentrate on two of the company's locations - the La Salina Oil Camp on the eastern shore of Lake Maracaibo and the Amuay Refinery on the Paraguana peninsula.

Prof. Whyte is well known in the field of human relations. His publications include "Street Corner Society," "Human Relations in the Restaurant Industry," and "Pattern for Industrial Peace."

His wife and four children accompanied him to Venezuela.

ILR'ERS HAVE ARTICLES PUBLISHED

"What Is a POPO?" is the title of an article by Prof. Earl Brooks appearing in the October, 1954 issue of The Management Review. The article includes definitions of a POPO and how POPOs achieved their status. All but the real definitions are listed in the article: PROBLEMS OF PERSONNEL OFFICERS, PROMISING ONCE, PRESENTLY OBSOLETE; PROMOTIONS OVER, PENSION OBJECTIVE; PASSED OVER PLENTY OPTEN: PASSED OVER PUT ON SHELF.

In the same magazine appears a reprint from "Industrial Relations News" titled "What Do Industrial Relations Executives Read?", which is part of a master's thesis (as yet unfinished) by ILR's Administrative Assistant Riley Morrison.

Prof. Donald Cullen is author of an article in the August, 1954 issue of The Building Industry. Titled "The Taft-Hartley Act in Relation to the Building Industry," the piece is based on a talk Cullen gave at the Building Industry's April meeting.

Chris Argyris, Ph.D. '51, has contributed "Human Relations in a Bank" to the September-October issue of Harvard Business Review. The article is a case study of how executives make human relations decisions. In the same issue, George Strauss, formerly of the ILR faculty, has a piece entitled White-Collar Unions Are Different, which analyzes white-collar unionization in industry.

Patricia Winters, a student at Cornell last year, is author of an article in the September Public Relations Journal on "Industry-Teacher Aids," prepared as a term paper for IIR 490.

An article by ILR'er Dr. Lois Dean in the July issue of the IIR Review has won widespread publicity, ranging from union newspapers to an insurance news digest. Write-ups on the piece, titled "Union Activity and Dual Loyalty," appeared in the weekly Trainman News; in Labor's Daily; Dartnell's Newsletter; in Notes and Quotes (published by the Connecticut General Life Insurance Co.); and in a daily industrial column of the Binghamton Press, among others.

Dr. Dean's study, based on research at three New York State factories, found that industrial workers can be strongly loyal to both union and employer.

TWO SCHOOL ADMINISTRATIVE POSTS ADDED

Two administrative posts - that of Coordinator of Special Programs and that of Coordinator of the Institute of International Industrial and Labor Relations - have been set up at the School. Profs. Robert Risley and John Windmuller, respectively, have been appointed to these positions.

Prof. Risley will be responsible for the overall planning and coordination of special on-campus, non-credit programs conducted by the School. Prof. Windmuller, for a three-year period, will coordinate the program of the Institute and work toward its promotion and development.

EUROPEANS VISIT ILR

Two groups of European visitors are scheduled for brief visits to ILR this fall. An FOA-sponsored Dutch team of 11 government employees, personnel managers, and management consultants will spend September 27 and 28 on campus. Their primary interest is human relations practices in industry.

The second group to arrive for a two day visit October 25 and 26 are 12 representatives of the French Ministry of National Education, universities and research centers, here to collect information of use in establishing in France an institute of research in the social sciences. This group will be under the auspices of the U. S. Office of Education, Department of Health, Education and Welfare.

Thirteen journalists from seven member countries of NATO (Belgium, Denmark, France, Italy, Portugal, Turkey and the United Kingdom) spent three days in Ithaca and on campus last month. Acting as their hosts, ILR faculty held an afternoon for the group.

EXTENSION COURSE OPENS

An 11-week extension course for department heads of Bristol Labs, Syracuse, is being taught by Gordon Voss, ILR doctoral candidate. Subject of the course, which began September 23, is Conference Leadership.

ILR WELCOMES NEW STAFFERS

Several newcomers have arrived at ILR to fill office vacancies:

Barbara Cleveland, Mrs. Kathleen Anderson and Mrs. Laura Keenahan are all additions to the Resident Instruction staff. Barbara Cleveland, a native of Brockport, and a graduate of Keuka College business course, has replaced Barbara King as secretary to Prof. James Campbell. She has worked in a bank, at Eastman Kodak in Rochester, as well as in a hospital central supply office. She shares an apartment with Barbara Breckenridge and Gaile McCargo.

Mrs. Kathleen Anderson, a native of Johnson City, is filling the vacancy left by Ann Winship. She attended Johnson City High and Ridley Business School in Binghamton. Before the birth of her 5-year-old daughter she worked in the Traffic Department of G.L.F. Her husband is a salesman.

Mrs. Laura Keenahan, who last year worked part-time in the School's Research Division, is the new undergraduate records clerk. She has a B.A. from Mt. Holyoke, and before her marriage, worked as a statistician in the State Department of Labor. She lived in Siam for three years where her husband worked for the Standard Oil Company. Before coming to ILR and Ithaca, she was employed by the Bureau of Labor Statistics in New York City. She has two teen-agers, a girl and a boy.

Monica Daly, from Elmira, has been temporarily appointed to work in the Dean's Office and for Prof. Risley and Riley Morrison on special programs and projects. For the past 2½ years Monica has been stationed in Cairo where she personnel work for the U. S. Embassy. Before going with the State Department, she worked as secretary in the School's Personnel Administration office, Extension Office, and in the Administrative Assistant's Office.

Mrs. Bonnie Cavitt, a native of Wellsville, has taken over the job of supply clerk in the Mailing Room. She came to Ithaca with her husband who is a transfer student in the Ag College. She has done bookkeeping at her dad's dairy in Wellsville.

Mrs. Joan Walsh, a graduate of Fordham University and of St. John University Law School, is the library's new periodicals clerk. Her husband, Dan, is an ILR student. Last year, after finishing her education, Joan worked for Prentice-Hall Publishing Company and for a television firm in New York.

Mrs. Elizabeth Williams has replaced Clare Lewin as secretary in the Western District Extension Office in Buffalo. Mother of two children, Mrs. Williams previously worked in Buffalo University's Public Relations Office. Clare plans to be married in November.

Robert Purvis has joined "L.R." Piper as daytime janitor at ILR. Until this year, he has farmed the family farm, which has belonged to the Purvises for almost 100 years. In addition to his farming operations, Mr. Purvis did custom combining, etc. Mr. Purvis has eight children, ranging in age from two to the twenties.

ASSISTANTSHIPS ANNOUNCED

Following is the list of ILR graduate assistantship assignments for the Fall term, 1954:

Armin Behr	Statistics (McCarthy)
Bernard Brody	American Ideals (Konvitz)
Ray Brown	Extension (E. Emerson)
John Chapman	International Institute (Windmuller)
Ernest Combs	Labor Market Economics (Cullen)
Elizabeth Foster	Social Security (Slavick)
Pamela Haddy	American Ideals (Konvitz)
Ann Holman	Labor Market Economics (Raimon)
Ralph James	Economic Institutions (Clark)
Gerry Kamm	Statistics (McCarthy)
Patricia Maher	Public Relations (Hodges)
John Maschman	Statistics (McCarthy)
Dick Martin	Labor Market Economics (Tolles)
Myron Miller	Extension (Smith)
John McDonald	Statistics (McCarthy)
Theodore Newman	Labor Union History (Neufeld)
Carl Oles	ILR Survey (Risley)
Tom Patten	Human Relations (Hanson)
Reed Richardson	Extension (Smith)
Thayne Robson	Social Security (McConnell)
Harold Ross	Jensen and Tolles
Ernest Savoie	American Ideals (Konvitz)
Paul Scagnelli	Collective Bargaining (Jensen)
Bob Simon	Library (Shaw)
G. Sinha	Social Security (McConnell)
George Smith	Statistics (McCarthy)
John Storm	Industrial Occupations and Processes
Bob Taft	Industrial Occupations and Processes (Storm)
Arturo Tanco	Library (Eckert)
Sam Trull	Human Relations
Roger Walker	Personnel Administration (Foltman)

STAFF CHANGES WITHIN ILR

Betty Wilson has moved into the spot formerly occupied by Dorothy Titus as secretary to Profs. Foltman and Brophy; Maxine Crispell has joined Betty in Personnel as secretary to Profs. Harris and Raimon. She transferred from the Human Relations Division.

Mrs. Maxine Henry (formerly of Extension) has returned after a summer's absence to replace Georgia Youngman as secretary to Profs. McKelvey and Neufeld. Georgia will spend the next semester in Utica where her husband, Stan, is doing cadet teaching in nearby West Winfield. Georgia has a bookkeeping job with G.L.F. The Youngmans expect to return to Ithaca in January.

FUTURE EVENTS

The Joint Legislative Committee on Industrial and Labor Conditions will meet at the IIR School October 8-19th.

The State University Symposium will be held at the Hotel Syracuse, Syracuse October 8 and 9. First session will open at 2:00 p.m. with a welcome by President William S. Carlson.

NYS CSC ANNOUNCES LABOR MEDIATOR EXAM

The New York State Civil Service Department has announced an examination for Labor Mediator in the State Board of Mediation and the Department of Labor. The salary for this position will range from \$6940 to \$8470. Deadline for filing applications is October 22. The examination will be held November 20.

WORD FROM "DOWN UNDER"

Prof. Jesse Carpenter, currently carrying on research on compulsory labor arbitration in Australia, writes to the Dean from his listening post at the University of Sydney:

"July 21...Patty (Mrs. Carpenter) and I have arrived in Sydney and have established our headquarters for work within 100 yards of each other. (Mrs. C. is doing radio astronomy research.) I have been assigned a spacious office next to Professor Butlin, head of the Department of Economics. All of the staff is most cooperative, but no one in the department pretends to know anything about labor-management relations or the industrial arbitration system. My first impression is that Australia, labor-relations-wise, is the land of many strikes: "rolling" strikes, "down tools" strikes, "go-slow" strikes, "industrial action" strikes -- all of which are a form of "direct action" employed to accomplish by force the ends compulsory arbitration was designed to accomplish by peaceful means. For the last two weeks bus mechanics, dock workers, and railway employees have made most of the headlines, and their main objective has been a wage increase. Today's paper reports strikes in the oil fields. And so it goes, each day bringing reports of a different series of outbreaks involving a different maze of governmental agencies, all more or less equally helpless or unwilling to take effective action...

"Except for the weather (it is wonderful outside, cold inside) we're as happy as larks in the spring.

"Sept. 13... I have just completed my first lecture here at the University this afternoon. I have a claim for an extra half-hour of questioning without overtime pay. On the same basis, I have a claim for two hours of questioning after my first attempt at public lecturing in Australia.

"We have surprised ourselves, if not the Sydney Bridge League, by attending four different duplicate sessions of the club. Two of the four times we came out on top...Patty has obtained an Australian driver's license and is out to become a qualified driver of Commonwealth cars for trips to field stations..."

TEMPORARY SUMMER STAFF LEAVE

Five girls who were with us through the summer have departed. Mary Catherwood, who worked in the Research Division (a Cornell June graduate) has enrolled in the Katherine Gibbs Secretarial School in New York; Irene Jones, who helped out in the Administrative Offices, has gone to live in Boulder, Colorado, where husband Dallas (Ph.D. '54) is teaching; Doris Smith, also of the Administrative Offices, is entering her last semester as a Home Ec student at Cornell; Marjorie Toxen of Resident Instruction has also returned to Cornell to finish her degree in the Ag College; Betty O'Brien, who worked for Extension, has entered State Teachers College at Cortland as a sophomore. Last year she attended State Teachers College at Buffalo.

FOUR ILR FACULTY BECOME FATHERS

Four ILR faculty families have been blessed with new additions during the summer:

Julie and Bob Aronson had their first child, a girl, Michel Louise, born July 19; weight 6 lbs. 4 oz.

Mary and Paul Gordon have added a girl, Martha Ann, to their family of two boys. Born August 22, the baby weighed 7 lbs.

To Chris and Fil Foltman was born their first boy, Michael Felician, on August 31. Largest of this crop, Mike weighed in at 8 lbs. 11 oz. The Foltmans have a girl, Laurie, age 2½.

Mary and Don Cullen's first boy arrived September 14; his name - Geoffrey Thorne and his weight 8 lbs 4½ oz. The Cullens only girl, Tracy, is four.

PEOPLE ARE WONDERFUL

Sara Otto of the Extension Division has returned from a two-week vacation with her husband in Colorado Springs, where they visited relatives. Sara is the Central District Extension secretary.

Fred Slavick and Wallie Wohlking made the limelight as "background" in a recent issue of the Saturday Evening Post. They were shown in an article and picture story on FDR Jr.'s recent appearance at a local Democratic rally.

On the other side of the fence, Doris Stevenson of the Fiscal Office spent a recent strenuous weekend attending Republican party clambakes in eastern New York with Senator and Mrs. Irving Ives. She also attended sessions of the Republican Convention in Syracuse.

Eleanor Goodman of Resident Instruction has just returned from a reunion with her parents. With other members of her family, she met the freighter in Boston on which the Goodmans returned from a two-year stay in the Philippines. Her dad, a retired Cornell Ag professor, was working on a project to improve Phillipine agriculture.

Keith and Stella Norman are switching campuses - they are leaving Cornell for Cambridge and Harvard Square. Keith, a master's candidate at IIR, has accepted a research assistantship in Harvard's Economics Department under Prof. John Dunlap. He has been accepted as a provisional Ph.D. candidate. Stella worked part-time in IIR's audio-visual office. The Norman new address is 898 Massachusetts Ave., Cambridge.

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Prof. John Brophy spoke September 13 on "Improving Work Relations" to a group of agricultural, home economics and 4-H Club personnel on campus attending a conference on Supervision and Counseling. On September 17 he attended a program planning meeting for the February 1955 meeting of the Industrial Training Council with Buffalo and Rochester Council representatives.

Prof. Brophy will discuss "Job Analysis as an Administrative Tool" at the annual convention of the Institute of Nursing Service Administration in Trenton October 28.

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WANDERERS RETURN -- Three IIR secretaries, absent from IIR this summer on extended jaunts, have returned to their respective bosses and IIR. Lee Avery, secretary to the Dean, made a six-week motor tour of the West and California, and is ready to start right out again; Ginny Wallace, secretary to Librarian Miller, likewise has returned from a summer spent at South San Francisco. Though captivated with the place, Ginny admitted there was much wind and fog. Ann Dimock, secretary to Prof. Hanson of Resident Instruction, with a summer's tour of Europe to think about this winter, says she had beautiful weather and that the time passed all too quickly. She was particularly charmed with the Paris sidewalk cafes.

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At the International Luncheon today (Sept. 29) Prof. Tolles will discuss his general impressions of Germany and the present attitudes and activities of the West German industrial relations trainees who spent a year at Cornell. Tolles has recently returned from a Fulbright year in Germany.

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Three "old-timers" returned to visit the IIR barracks this summer:

Mary Dorr, one of the original library staff, vacationing from her job with the Denison University (Ohio) library; Jackie Kaldon, former secretary to Prof. Brooks. The Kaldons have recently moved from Charleston, W. Va., to Medina, N.Y., where husband Harry is employed by a chemical company.

Ann Kingston, a charter member of the Extension staff, up from Texas A&M with her two daughters.

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Former IIR'ers Lois and Herb Hubben, now in Washington, are parents of a son born this past summer.

Joyce and Britt Bixby of Atlantic City are parents of their third son, Mark, born June 22. Joyce was formerly secretary to Prof. Brooks.

Dottie and Bill Titus are parents of their first child, Susan Lynn, born July 23. Dottie was formerly secretary in Personnel Administration.

Former IIR Prof. Paul Gordon has contributed an article "Conceptual Approach and Structural Aspects of Christian Social Order" to Cuadernos, University of Madrid's quarterly review of social policy.

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Walt Broderick, Capital District Extension field representative, has been awarded a State Education Department scholarship for Veterans. He plans to register as a degree candidate in the Graduate Program in Public Administration sponsored by the State, and to attend two evening classes a week.

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Prof. Rudolph Corvini attended meetings of the American Psychological Association in New York City the first week in September.

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Walter Broderick, Wally Wohlking and Wayne Hodges attended the annual meeting of Associated Industries of New York State September 24-25 at Saranac Inn.

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Kenneth Abrams, IIR '55, was married to Miss Alice Appleby of Ithaca September 11 at the First Unitarian Church in Ithaca. The bride is a secretary in Cornell's Summer School Office. The Abrams are living at 129 Eddy Street.

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Graduate student Alex Lomas was married on the same day to Marilyn Gilvear in Halifax, Nova Scotia. The Lomas' drove to Cornell in their Austin.

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Chris Argyris, Ph.D. '51, left September 15 for a year's travel in Europe as one of a five-man team to talk to university and management groups of human relations in administration and executive development. He will spend about a month each in Greece, Italy, Germany, Austria, Belgium, Holland and England. Two persons from the U. S. and three from England comprise the group.

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Two former IIR'ers (both wives of veterinarians) have recently moved. Alice Duberman, former secretary to Prof. Tolles, has moved from Peekskill to Southampton, L.I. Husband Dan has started practice at the Blue Cross Animal Hospital, Bishop's Lane. Dorothy Winokur, formerly of Extension, now lives at 10 Bryant Crescent, White Plains, where she moved from Brewster, N.Y. Dorothy's husband is now on the staff of the Speyer Animal Hospital in New York City.

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Jean Reid, former IIR'er, sent in a picture of former Western District Extension Representative Lois Gray and husband Ed at a farewell party in Buffalo. Mrs. Gray now heads the School's extension office in New York City. Jean, who lives in Eggertsville, reports that she enjoys FOI, but finds that she knows fewer and fewer people. Her address is 181 LeBrun Circle.



AMERICAN AIRLINES DISPUTE
COMES TO THE CLASSROOM

Labor and management extended a helping hand to education and provided 15 IIR graduate students a unique opportunity to make on-the-spot observations, when representatives of the Air Line Pilots Association and American Airlines agreed to hold hearings in Ithaca and allow members of IIR 603 to sit in on the formal proceedings.

The chain of events leading to this golden opportunity for students stems from David L. Cole's activities here as Visiting Professor and his selection as Neutral in the dispute between the American Airlines and its pilots concerning the eight-hour flight rule.

At Mr. Cole's request, the parties convened at the Statler, so that he could meet with his seminar as scheduled and be present at the hearings. In addition, the parties allowed students of "Government Adjustment of Labor Disputes" to attend sessions which were conducted on an off-the-record basis.

On September 30th the pilots, who had ended a 25-day walkout late in August, started presentation of their evidence. Following a six-day recess, American Airlines pre-

(more)

DEAN CATHERWOOD SERVES
ON PUERTO RICAN BOARD

Dean M. P. Catherwood left October 16 for Puerto Rico to serve as a public member on a minimum wage board. The board, appointed under the Fair Labor Standards Act, has as its task the working out of new minimum wage recommendations for three industries (electrical, instrument and related manufacturing; metal, machinery, transportation equipment; and plastic products.)

The board met in San Juan October 19. A card from the Dean reports that Puerto Rico weather is balmy and that he is occupied in hearings daily from 9 to 12 and from 2 to 5. He is staying at the famous Caribe Hilton.

The Dean expects to return in about three weeks. After the group submits its recommendations, hearings will be held in Washington, D.C.

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

sented its evidence. After formal hearings ended on October 15, Mr. Cole conducted private and informal sessions with each party.

A report dated October 25 announced that Mr. Cole, who was in New York City at the time, made preliminary recommendations to serve as guides to the parties in resolving their remaining differences. According to the report, Mr. Cole recommended that pilots continue their non-stop New York to Los Angeles flights. He also suggested that pilots who fly the long haul should get suitable time off in return and that appropriate protective devices be worked out to assure pilots that the flights in excess of eight hours would not be extended into other operations.

If, after these preliminary recommendations, the parties are still unable to resolve their remaining differences, Professor Cole will make final recommendations, which will not be binding, shortly after November 26.

Seminar students were introduced to a new trend in industrial relations education when they became invited guests at a series of parties held in connection with the hearings. More erudite was their opportunity to discuss the Railway Labor and Taft-Hartley Acts with Henry Weiss, Counsel for the ALPA, during their Tuesday seminar.

FALL REVIEW PUBLISHED

The Fall issue of the ILR REVIEW, with a goodly sprinkling of ILR authors, has made its appearance.

"Government Restrictions on Labor Mobility in Italy" is by Professor Gardner Clark; materials for which were obtained during a 1952-53 Italian visit. "Psychiatry in Industry" by Dr. Temple Burling, examines the role of the industrial psychiatrist, as related to the problems of employee morale, selection and placement, etc. In an article based on a recent study of three union management situations, Dr. Lois R. Dean attempts to answer the question: When labor-management relations are harmonious, what motivates workers to attend union meetings? Prof. Wayne Hodges reports his conference for working reporters of labor news held last year. The article highlights problems involved in obtaining more balanced coverage of labor-management relations.

Other articles include "Raiding among the 'Legitimate' Unions" by Joseph Krislov; "When Stoppages are Prohibited" by John V. Spielman; "Wage Productivity Comparisons" by Jules Backman; "Working Groups in a Plural Society" by Cyril Sofer; and "An Appraisal of Labor Arbitration" from management, labor and an arbitrator's viewpoint, by Tracy H. Ferguson, Herman Cooper, and Aaron Horvitz, respectively.

Book reviews are by ILR staffers Isadore Blumen, Earl Brooks, Lynn Emerson and Gormly Miller.

RUTGERS TO HONOR PROF. KONVITZ

Rutgers University has announced that on November 7 it will award the honorary degree of Doctor of Letters to Prof. Milton Konvitz of ILR. Rutgers University will hold a special convocation that day in Newark in recognition of the Jewish Tercentenary Celebration. For this occasion the Rutgers trustees will bestow honorary degrees upon Prof. Konvitz and Michael A. Stavitsky of Newark.

Until eight years ago, when he came to Cornell, Prof. Konvitz had been a resident of New Jersey and is still considered a son of that state. He is a member of the New Jersey Bar. For years he was General Counsel of the Newark Housing Authority and of the New Jersey State Housing Authority. While teaching law and public administration at New York University and the New School for Social Research, he also maintained a private law practice in Newark.

SAVE THE DATE NOVEMBER 20

Saturday, November 20 is the date to save for an IIR party for faculty, staff and graduate students to be held in the Statler auditorium. Although still in its planning stage, the party will include a program of round and square dancing, skits and refreshments, chairman Bob Risley announces. Helping with the program are Fil Foltman, Lee Reisman, Monie Daly, Myron Miller and Roger Sommer.

11 NEW FOREIGN STUDENTS

IIR welcomes eleven entering foreign students, both graduate and undergraduate, from nine countries.

Graduate students include: Keith Collins (M.Ed. candidate) from Gardenvale, Australia; William Lewis (MILR) from Balboa, Canal Zone; Sarl Mongia, (MS), Rohtak, India; Cacilie Quetsch, Wiesbaden, Germany (now has Ph.D.); Ida Saccama, Amsterdam, Holland (has a law degree); Ganesh Sinha (MILR), Bihar, India; Richard Sures (provisional) from Winnipeg, Manitoba, Canada.

The four undergraduate and special students are: Barbara Goetze, Wiesbaden, Germany; Cesar Espinoza, San Salvador, El Salvador; Eduardo Gonzales, Lima, Peru; and Theodore Zoupanos of Corfu, Greece. Several of the students hold Fulbright, Teagle and AAUW scholarships.

ATHLETIC IIR'ERS

IIR has sent its usual quota of athletes to the various Cornell varsity squads this fall - all attempting to write shining chapters in the Big Red's athletic history.

Largest contingent includes that brawny breed which attempts to make shoulder pads look like the normal distribution of muscle: Joe Marotta, Andy Schroder, Bill Purdy and Tom Itin. Two other footballers play with the 150-pounders (the team with the odd requirement of weighing less rather than weighing more): Lee Fingar and Bruce Gunkel.

On Upper Alumni Field, where football is still played off the feet and off the head, Roy Tellini co-captains the soccer squad.

There still remains the peculiar species of runner who likes his track with scenery. Of such is Howard Shearer, IIR cross-country man.

FORD FOUNDATION FELLOWSHIPS AVAILABLE

Attention of faculty and graduate students is called to the Ford Foundation announcement of Foreign Study and Research Fellowships for the academic year, 1955-56 for study in Africa, Asia and the Near East, and the Soviet and East European area.

These awards "...will be made to outstanding young American men and women who seek to become competent in the cultures, histories, and current problems in these areas." The fellowships are for post-graduate study or research, either in the United States or abroad. Applicants should ordinarily not be over 40 years of age. (not over 30 for Soviet and East European Graduate Area Fellowships and not over 35 for Soviet and East European Pre-doctoral Fellowships).

Persons interested in further information should write The Ford Foundation, Foreign Study and Research Fellowship Program, 477 Madison Ave., New York 22, N.Y. All applications must be filed by January 7, 1955.

ANY ODD JOBS?

If you need someone to rake leaves, paint your house, sit with your children, or do any kind of job, there exists at ILR an odd-job bureau to take care of you. According to grad student George Smith, chairman of the odd-jobs department, homeowners among the faculty and staff of the ILR school are already taking advantage of a new service provided by the Graduate Student Council. This bureau provides competent workers for any type of work at reasonable rates, and Smith guarantees the workers to have a high degree of responsibility and initiative. Smith can be called at Ext. 3644 or seen in Room 10C.

IRRA PROGRAM UNDER WAY

First of the weekly-bring-your-own-lunch IRRA meetings was held last Tuesday, with Profs. Morris Copeland, Arnold Tolles and Fred Slavick discussing "Prospects for the Future of the American Economy." According to Prof. Oscar Ornati, IRRA chapter president, monthly evening meetings are planned in conjunction with the ILR Graduate Student Council. The chapter hopes to have speakers prominent in labor relations at each meeting.

Chapter membership is open to all interested. Annual dues are \$3.00 for students and \$6.00 for faculty. Other officers of the local chapter are Elizabeth Foster, secretary-treasurer, and Profs. John Windmuller, Mark Perlman, Alice Cook and students Thayne Robson and Louis Fuller, executive board.

PROF. FOLTMAN TEACHES COURSE IN BINGHAMTON

Prof. F. F. Foltman is currently teaching two extension courses for membership of the Triple Cities chapter, Society for the Advancement of Management. Participants in the eight-week course, a discussion of Managerial Problems, Techniques and Philosophy, come from middle and top management.

FOREIGN GROUPS ON CAMPUS

Two foreign groups visited the School during the past week: a second group of Indians and a French team. Thirteen French "Applied Social Scientists" were on campus October 25-26. They represented the Ministry of National Education, universities, and research centers. Their purpose was to collect information to help in establishing in France an institute of research in the social sciences. Their program here was planned by John Windmuller, Coordinator of the International Institute of Industrial and Labor Relations.

The second group of Indian leaders of industry, trade unions and government arrived in Ithaca October 23, for a month's tailor-made program of studies at ILR, especially designed by Prof. Oscar Ornati to acquaint them with American economic history and phases of industrial relations.

STUDENT WINS BORDEN AWARD

Mrs. Charlotte Schneider Rubashkin, ILR senior from Brooklyn, received the \$300 Borden Industrial and Labor Relations Scholarship at the School Fall Convocation October 5. The award is given to the member of the senior class who has achieved the highest average grade for the past four terms. Mr. J. H. McCain, Secretary of the Borden Company Foundation, Inc., made the award. Mrs. Rubashkin was a former manager of the Cornell Debating Club.

PROF. TOLLES DISCUSSES

PROBLEMS OF RETURNED GERMAN TRAINEES

Prof. Arnold Tolles, recently returned from ten months in Germany on a Fulbright award, spoke at two recent ILR international luncheon meetings. After discussing his pleasure at meeting with many of the young West German trainees who studied at ILR for a year, Prof. Tolles gave his impressions of how the trainees are adjusting to their homeland after a year in the States.

Americans, he says, are very highly regarded in West Germany just now, a fortunate and rather mysterious consequence of an occupation that presents plenty of problems to both sides. "In addition," he went on, "it is an embarrassing experience for an American to be a 'Herr Professor' in Germany, a country where professors are placed on a pedestal."

Prof. Tolles went on to say that a general impression he gained is that a year in the United States was a very disturbing, as well as an enjoyable, experience for these young Germans. All of them have had a rather difficult time in re-adjusting themselves to life in their home country. Prof. Tolles goes on to discuss causes of their dissatisfaction: partly the natural result of returning from the position of honored guest in a foreign land to the old grind at home. He finds that dissatisfaction with Germany goes deeper than just a return to old responsibilities, to a lower standard of living... men (and not women) said to Prof. Tolles that the one thing they wished they might have brought back to Germany was an American kitchen!

Prof. Tolles thinks that this dissatisfaction with the material level of living in Germany extends to a deeper dissatisfaction with German traditionalism. One catches a glimpse of deep conflict between past and future, between tradition and innovation, between custom and progress, and between authority and individualism. In an illustration he cited the rebuilding of the city of Kassel: "rebuilt Kassel is the embodiment of a modern architect's dream. Yet right in the middle of Kassel is the estate of the local grand duke, with its tremendous artificial waterfalls and so on..."

"If these architectural embodiments of the conservative-radical clash seem a bit superficial," he continues, "let me move to the level of industrial methods. The traditional methods of doing things are always given the benefit of the doubt. Changes can be made, but only after a struggle...A medieval type of apprenticeship still prevails, with its emphasis on a thorough and well-rounded and time-consuming training in the 'right' way to do a job. Germans, who certainly want more material wealth and who certainly are both inventive and hard-working, still have a hard time in introducing the changes in methods of production which would yield the higher real earnings.

"...And so, the Germans who have returned from America become acutely unhappy when they find that their new eagerness for change in whatever job they may be doing is met with an icy skepticism and suspicion that they have been getting crazy notions from their stay in America.

Prof. Tolles has observed that conservatism in method goes along with a deep respect for authority. This respect for duly constituted authority, he finds, is not limited to the rich conservatives, but also pervades the labor movement. "The German labor unions may look radical from a distance, if you read only their long-range objectives of replacing capitalism with a socialized economy. But when you get close to the German labor movement, the picture is quite different. Labor union members are class conscious, but this means loyalty to the union leadership. The union member and the local shop leader is seldom expected to think for himself. He is supposed to follow his own leaders.

"Now you can picture the unhappy position of the youngster who returns from America, brimming with ideas for the conversion of his union into a militant, practical fighting unit on the American model. He gets suppressed and hence discouraged..."

WEDDING BELLS

Cupid has been working overtime at ILR - with one wedding earlier in the month and two coming up in November.

Rosemary Hatfield of the School stenographic "pool" was married October 8 to Roy Saltsman at the home of the Rev. Taylor in Virgil. Following a reception at the McLean Grange, the couple spent a week's honeymoon in the south. The Saltsman live in a new home in Virgil. Rosemary is a graduate of Dryden Central School.

The second week in November will be a busy one for two of ILR's secretaries: Marilyn Cooper and Gaile McCargo.

On November 12 Marilyn will be married to Donald Case of Norwich, a June graduate of Cornell. The couple will leave immediately by car for Fort Bliss, Texas, where Don has an Army commissioner.

Gaile and Al Graves, ILR Master's candidate, will be married November 13 in Anabel Taylor Hall. They, too, will leave Ithaca to live in Everett, Mass., where Al has a position as trainee in General Electric's Employee Plant and Community Relations program.

FROM THE MAIL BAG

ILR has recently heard from Prof. William Whyte, doing research in human relations in Venezuela: "Sept. 26... All goes well with the family and the project. The children were laid up a bit at the start while we were adjusting ourselves to the new scene. However, we are all in good health and are beginning to enjoy Venezuela. Maracaibo is as hot as advertised, but we have an attractive house on the lake where we get plenty of breeze. The city is very attractive and should offer Kathleen (Mrs. Whyte) many painting opportunities...Creole (Oil Co.) is giving me the most complete and enthusiastic cooperation I ever had from any company. While we are still in the process of getting started, the prospects look ideal from the research standpoint." (Prof. Whyte's address is Apartado No. 172, Creole Petroleum Co., Maracaibo, Venezuela.)

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Pat Maher recently received a letter from Hamburg, Germany from last year's special student, Felix Hahn. Felix was married October 23 to a French student who also studied in America last year. He says: "If everything - bureaucracy - goes all right, I shall marry on October 23. I tell you, an international marriage is really complicated. I advise you not to try to fight this kind of red tape...I am still not quite at home; actually I feel more like a visitor who tries to find out what has happened the last year and what the Germans like and how they feel. But one thing is very obvious - the great number of women drivers..In the political field I think there is not anymore the great enthusiasm for a United Europe as it existed two to three years ago. However, I understand from Paulette (now his wife) that the attitude of the average Frenchman is very friendly toward Germany..."

83% IS WHAT WE SAID

Of ILR's 307 undergraduates, 83% are from New York State (13% from out-of-state, and 4% foreign); 83% are non-veterans; and 83% are males. The average age is 21 and age range is from 17 to 43.

Of the 68 graduate students, 27 are from New York State; 28 from out-of-state, and 13 from foreign countries or U. S. territories. Average age of grad students is 27, with age ranging from 21 to 49.

PEOPLE ARE WONDERFUL

Hit of the recent Candor (N.Y.) Mardi Gras was "Dead-eye" Doris Stevenson's hitting the bull's-eye, causing the thorough dunking of a good-natured female volunteer into a four-foot tank of water. With five chances, Doris' second ball hit its target -- all in good fun and part of a Candor civic festival and show, of which Prof. Robert Risley was master of ceremonies.

Katherine Spinney and Bradford Shaw of the Library staff attended library meetings in Buffalo October 9. They are treasurer and vice president, respectively, of the Western New York Chapter, Special Libraries Association.

Dean Catherwood spoke October 13 before the Legislative Board of the Brotherhood of Firemen and Enginemen in Albany.

Prof. Lynn Emerson made the banquet address at the annual meeting of the State Association of Vocational Guidance Personnel at Binghamton October 5, with "Automation in Industry" as his topic. A week later he attended the annual conference of local directors of vocational education at Lake Placid. He made the opening and closing addresses, dealing with the "Evaluation of Industrial Education Programs."

Barbara Linder, secretary to Profs. Clark and Windmuller, is "sawing wood" these days. At Ithaca High's evening school she is building a kitchen cabinet. Lillian Payne of the Library staff is taking a shorthand course.

Extensioners Alice Cook, Eleanor Emerson and Alpheus Smith attended an executive meeting of the School's Labor Advisory Committee in New York earlier in the week.

Prof. Tolles spoke to Cornell ROTC'ers October 20 on "German Opinions on Rearmament."

Suppy clerk Bonny Gavitt's husband, Paul, plays on the Cornell frosh football team.

Prof. and Mrs. Edwin Harris have moved into an apartment at 132 Crescent Place, formerly occupied by the Roy Marlows.

Dick Lyon, Ph.D. '54, former graduate assistant, writes Prof. McKelvey from his new teaching job at University of Florida. He reports he is in the midst of grading exams, take-home problems, and feels like an old veteran managing his four classes.

Ardis Bowers of Distribution Center has become the owner of a 1937 Ford convertible which is the envy of students and staff. She has turned down several offers to sell it.

Prof. J. E. Morton participated in a two-day symposium on campus October 14-15. Under the topic, "Education for Operations Research", twenty persons who practice operations research methods in science, industry and government or who teach in this field, discussed problems which educational institutions face in training students for careers in the field.

Prof. Robert Risley will meet November 8 with the New York State Council of Retail Merchants.

Four newcomers to the ILR staff have been added during the month:

Mrs. Jane Barclay, from West Newton, Mass., has replaced Mrs. Katherine Anderson in the Distribution Center. Since her graduation from Boston University a year ago, Jane has worked at the Cornell Mann Library reserve desk. Her husband is a doctoral candidate in Anthropology.

Mrs. Eva Benda, who hails from New Zealand, has taken over the part-time clerical job in the Audio-Visual office. Eva's husband is an instructor in Cornell's Government Department. Before coming to the States, Eva did clerical work at the University of New Zealand.

Mrs. Betty Joe Edwards, a native of Greenville, S.C., is the new graduate records clerk in Resident Instruction. A graduate of the Missouri School of Journalism, "B.J.", as she prefers to be called, has worked in the advertising department of a newspaper and as copywriter for a New Haven department store. Her husband, a doctoral candidate at Yale, has an instructorship in Cornell's English department.

A native of Scotland who came to the States at an early age, Mrs. Nancy Kelsey has replaced Martha Bezner as Research Office secretary. Nancy has worked for the past 3½ years as secretary to Prof. Lincoln Kelsey of the Ag College. (No relation.) Nancy served as a WAC in World War II, stationed in England. The Kelseys, with their seven-year-old daughter Barbara, moved to Ithaca from Cobleskill. Nancy's husband is an assistant in the Entomology Department.

Mrs. Katherine Anderson, formerly of Distribution Center, has transferred to ILR's Human Relations Division as secretary to Dr. Burling.

Birth notes: Our apologies to the Phil McCarthy family. (They were omitted from the faculty births in the last FOI.) They are parents of a girl, Kathryn Ann, born September 4; weight 7 lbs.

Also to the Aronsons. Father Bob informs us that we missed the boat all way around. Mrs. Aronson's name is Judy, and the baby's name is spelled Michal.

Mary and John Pentek are parents of a son born October 12. Marian, until last summer, was undergraduate records clerk in the Office of Resident Instruction. The Penteks live in Forest Home, Ithaca.

Frank and Mary Ellen Kane of Toledo, Ohio are parents of a daughter, Julie, born October 13. Frank, MSILR '52, was a graduate assistant in ILR's Public Relations Office.

Prof. Milton Konvitz has been named chairman of a local committee to plan participation by the Jewish community of Ithaca in the American Jewish Tercentenary.

Georgia Youngman, former secretary to Profs. Neufeld and McKelvey, writes from her temporary home in Utica that she likes her job and her home in Utica better than she expected to, and that husband Stan enjoys his teaching (cadet) at West Winfield Central School. The Youngman's address is 1224 Kemble Street, Utica.

Prof. F. F. Foltman spoke October 13 on "Current and Significant Issues in Labor Relations", before the Employers Association of Western Massachusetts and Springfield. Approximately 100 executives attended the session at Springfield.

Profs. Foltman and Hodges appeared on the on-campus program of the Institute for Nursing Home Proprietors, sponsored by the Cornell Department of Rural Sociology. Foltman discussed Effective Personnel and Management, while Hodges talked on Public Relations. Conference was held October 26.

Catherine Abbott of Resident Instruction is co-leader, with her sister-in-law, of a group of Camp Fire girls.

Administrative Assistant Riley Morrison, representing Dean Catherwood, attended a meeting of State University Unit heads at Lake Placid October 18.

Lily Newbury of the "pool" is currently enjoying a ten-day vacation. She is visiting her son at Ft. Dix, New Jersey.

MAN OF THE WEEK

Busy October has been especiallyountiful to Professor Rudolph Corvini. While others of the ILR faculty have been straining to make smooth the restful return of 400 students, to make them relaxed and happy in their haunts above Cayuga's waters, the combination teacher, counselor, and placement adviser has been out rolling over the roadways, initiating the first intrigues which will eventually sweep these students out into the clamorous world of commerce.

Because the business of placing grads in good paying jobs keeps the Corvini task force in Room 1 on the jump the year round, such traveling abroad tends to double the duties of the taskmaster himself. But such demands only make the job seem more natural for Prof. Corvini - his life has been one long pattern of Double Duty.

Since his graduation from high school in 1932, Rudy has been continuously employed. He has also, until his attainment of the Ph.D some years ago, been almost continuously in school. Consequently, he is one of the few men in America who has earned three degrees through work taken solely at night or on a part-time basis.

While completing the undergraduate program Rudy worked for the Cinderella Brassiere Company, hitching his way up to assistant factory manager. (Despite the legendary title, this company, Rudy insists, never specialized on close fits for the feet.) His first post-degree job was teaching grammar and literature at the famed high school for gifted children (Townsend Harris) associated with the College of the City of New York. This stint was followed by service as vocational counselor for the Yonkers Board of Education and the New York State Bureau of Guidance.

War time duties included the movement from enlisted man to infantry officer, from supervisor of an Army education program for illiterates to overseas duty as a Headquarters Commandant and Civil Affairs Officer. In this last post, Rudy organized and equipped from civilian sources several Regional Headquarters of AMG in Italy. In his capacity as HQ Commandant, he was responsible for varied areas of administration, from personnel work to managing a restaurant feeding 900 daily, three hotels, and three messes for officers and enlisted men. At other times Rudy served as a Civil Affairs Officer with both American and British Divisions in the field. Such assignments brought him closer to the political world than he had been since his tenure as Boy Mayor of Yonkers.

Post-war educational positions have included work for the Croton-on-Hud. or school system, New York University, Fordham, St. Francis of Brooklyn and of course Cornell.

Since his receipt of the Ph.D. and his establishment here at ILR, Rudy has been slowly learning to live with the sensation of having only one employer. (The jobs are still multiple: besides developing contacts with employers, arranging scores of interviews, and shuttling info out to seniors, grads and alumni, Rudy still teaches a course in Personnel Selection and Placement and conducts a summer seminar in the field.) If a spare hour does happen along once in a fortnight, it is usually devoted to the renaissance of such skills as dancing and cooking. (Kitchen arts have been made more necessary by Rudy's return to the status of bachelor.)

There will come a time in the lives of most students when the efforts of Prof. Corvini on their behalf will be of considerable importance. In their own defense, perhaps they should be warned to stipulate the exact extent of their ambitions. Else Rudolph Corvini, in a nostalgic moment, may perform for them the double duty of lining them up with two jobs.