



Vol. VII, No. 5

January 14, 1955

"ILR RESEARCH" PUBLISHED

Volume I, No. 1 of "ILR Research", a 12-page magazine published by the School, has just come from the presses. This periodical will present articles describing selected research findings by faculty members and is aimed primarily at practitioners in the industrial and labor relations field. For the present "ILR Research" is distributed free. The second issue is planned for March, 1955.

The lead article in the magazine, "Long-Distance Commuters' Characteristics and Importance in the Industrial Work Force," is by Leonard Adams, ILR's Director of Research. Other articles are: "Multiple Loyalties: A Challenge to Hospital and Business Administration" by Dr. Temple Burling; "The Interindustry Wage Structure, 1899-1950" by Donald Cullen; "The Adequacy of Collectively Bargained Medical Care Plans: An Analysis of Two Programs", by Fred Slavick; and "Does the Conference Leader Talk Too Much?" by H. LeRoy Marlow.

Prof. Adams, assisted by Frances Eagan and Almira Leach, is editing the publication.

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

SHORT COURSE STARTS FEB. 6

Fourteen executives from twelve companies have enrolled to-date in Cornell's fourth "short course" in Human Relations in Administration, to begin February 6 and directed by Prof. F. F. Foltman. These executives will come to Cornell for four weeks of concentrated study of executive management with special emphasis on human relations in administration.

Seminar subject matter is divided into four main topics, each considered for a week: Organization, Management and Planning; Human Relations and Communications; Employee Relations as a Management Function; and Industrial and Labor Relations.

Outside speakers, in addition to Cornell faculty members, include Prof. Norman Maier, University of Michigan; Harold Smitty, General Electric; Dr. Floyd Mann, University of Michigan's Survey Research Center; William Gomberg, International Ladies Garment Workers Union; William Caples of Inland Steel; and Dr. Frances Bradshaw of Richardson, Henry and Bellows.

Companies represented by seminarians are Carpenter Steel Company, Standard Oil of Ohio, Shell Oil Company, G.L.F., American Cable and Radiator, Armour and Company, International Business Machines, Long Island Company, AVCO Mfg. Corporation, Cities Service Oil Company, Grumman Aircraft Engineering,

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and New York Telephone. GLF and IBM each have two attendees.

The group lives together, takes meals together (at Statler Hotel) and is together every working hour of the day.

HARDMAN NAMED VISITING LECTURER

J.B.S. Hardman, former editor of Labor and Nation, has been appointed Visiting Lecturer for the Spring term at ILR. Mr. Hardman, who has taught several seminars at Columbia, where he has also done graduate work, will teach a course in "Political Ideologies and Industrial Relations" at ILR.

Prior to his position as editor for Labor and Nation, he served as president of the American Labor Association and for many years as editor of Advance, Amalgamated Clothing Workers publication. His publications include "American Labor Dynamics." (1928), "Rendezvous with Destiny." (1944), and co-editor (with Prof. Neufeld) of "The House of Labor" (1952). He attended Law school at the University of St. Petersburg, Russia.

PROF. ARONSON AT OHIO STATE

Prof. Robert Aronson has been granted a six-month leave to become Visiting Professor of Economics at Ohio State University for the second and third quarters (January 1 to June 30, 1955). Prof. Aronson, who received both B.A. and M.A. degrees at Ohio State, is teaching courses in Labor Problems, Labor Law, and Labor Market Economics.

Mrs. Aronson and daughter Michal accompanied him to Columbus. Aronson's address is Hagerty Hall, Ohio State University, Columbus, Ohio.

ILR BREAKFAST HELD IN DETROIT

More than 20 ILR'ers, former ILR'ers and alumni had breakfast together Wednesday morning, December 29, at the Hotel Detroit-Leland during the IRRA meetings. ILR'ers attending were Dean Catherwood, Earl Brooks, Edwin Harris, Vernon Jensen, Oscar Ornati, Mark Perlman, Fred Slavick, Alpheus Smith and John Windmuller; also grad students Armin Behr, Libbie Foster and Thayne Robson; and alumni Lou Abrams, Carmine Delliquadri, Ed Wickersham, Irving Sabghir, Dalton McFarland, Bob Carney, Richard Lyon and his wife. Former staffers Ardemis Kouzian Kalousdian and John Thurber were also present.

Those attending IRRA meeting but unable to get to the breakfast were Riley Morrison, F. F. Foltman, alums Ed Phillips, Ed Beal and Val Lorwin, and former staffers Philomena Mullady, Marten Estey, Leonard Sayles, George Strauss, and Adolf Sturmthal.

RILEY MORRISON TAKES TIME OUT

The office of administrative assistant Riley Morrison has been empty now for more than a month as its occupant takes vacation time off to work on a project which is a combination of master's thesis and School research. Riley is doing a study of current sources of information and their use by industrial relations practitioners. He has completed residence for his M.S. degree at ILR but has never completed his thesis. He also did undergraduate work here, class of 1950.

GRADUATE ELECTIONS

In Graduate Student Council elections held last month, the following officers were named: President, Bernard Brody; Vice President, Richard Martin; Secretary, Patricia Hedges; Treasurer, Nawal Kapur; Representative to Office of Resident Instruction, George Smith; Executive Board Members-at-large, John Chapman and Alfred Bella.

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WINTER REVIEW APPEARS

The lead article in the January, 1955 issue of "Industrial and Labor Relations Review" is "The Structuring of the Labor Force in Industrial Society: New Dimensions and New Questions," by Clark Korr and Abraham Siegel. Other articles are "Grievance Machinery and Strikes in Australia," by James W. Kuhn; "The Railroads' Dual System of Payment: A Make-Work Rule?" by Morris A. Horowitz; "The Jacksonville Agreement: Quest for Stability in Coal," by Edmond M. Beame; "Role-Perceptions in Labor-Management Relations: An Experimental Approach," by Mason Haire; "Factors in Wage Adjustments to Technological Changes," by Martin Segal; "Hiring Procedures and Selection Standards in the San Francisco Bay Area," by F. Theodore Malm; "Unionism and Personnel Practices in the Southeast," by Ellsworth Steele, William R. Nyles, and Sherwood C. McIntyre; and "Guaranteed Annual Wage Proposals: Their Implications for Unemployment Compensation" by William Fapier.

Report No. 1 in the Cornell ILR series "Labor Unions and National Politics in Italian Industrial Plant" by Maurice F. Neufeld is reviewed by George H. Hildebrand. Prof. Vernon Jensen's study "Nonferrous Metals Industry Unionism" is reviewed by Philip Taft. Prof. Robert Raimon reviews H. M. Doty's "Wage Structures."

FOLTMAN, WINDMULLER VISIT PUERTO RICO

Profs. F. F. Foltman and John Windmuller are in Puerto Rico this week visiting government officials and industrial and labor leaders: Foltman representing the School's interest in personnel, and Windmuller as coordinator of ILR's international program with possible interest in Latin America. They left Saturday, January 8 at midnight by plane from New York, arriving the following morning. The famous Caribe Hotel in San Juan is their headquarters, where Dean Catherwood also stayed on his recent tour of duty.

STUDENTS VISIT SEAFARERS' UNION

Thirty-five students of ILR took a day from their Christmas vacation to participate in a seminar on the waterfront, conducted by the Seafarers International Union, AFL, at their Atlantic and Gulf District headquarters, 675 Fourth Avenue, Brooklyn. The visit was arranged by student Ed Larkin, a SIU member.

For the first time in its history the SIU arranged an inspection of its headquarters for a group of college students. The students, who are all majoring in some phase of industrial and labor relations, stood on the floor of the Rotary Hiring Hall while seamen applied for jobs; watched them vote in the current SIU elections, and toured the entire headquarters.

Through the cooperation of the A. H. Bull Steamship Company, they also boarded the S/S Elmira for inspection of that freighter.

SIU executive headquarters served as a classroom for part of the day when Keith Terpe, Director of Education and Research, answered questions and discussed the union's administrative set-up, organizational activities, health and welfare plans and negotiation procedures.

Paul Hall, Secretary-Treasurer of the SIU, briefly discussed aspects of the current waterfront situation (That same night an attempt was made on Mr. Hall's life.) Prof. and Mrs. Maurice Neufeld of ILR attended the tour.

REPRINTS ISSUED

Two reprints, Nos. 27 and 28, have been recently published by ILR; both from the October 1954 REVIEW: "Governmental Restrictions on Labor Mobility" by Prof. Gardner Clark, and No. 28, "Psychiatry in Industry" by Dr. Temple Burling.

EXTENSION ACTIVITIES

Extension classes throughout the State being conducted by ILR faculty: Mrs. Alice is teaching a 7-week course for the Binghamton Central Labor Union on "Labor in the Community," taking up such points as: how the community is organized, cooperation and conflict in the community, does the community include labor?

Prof. Eleanor Emerson has begun an eight-week course in Shop Steward Training for the Auburn Buttonworkers Federal Labor Union 20538.

Graduate assistant Gordon Voss is teaching a 12-week class for the Industrial Club of Auburn on Conference Leading for Industry.

Joe Milano, Ph.D. '54, last month completed a six-week extension course in Human Relations Problems within the Work Group for supervisory employees of the General Telephone Company of Upstate New York and union stewards of Local 1891, International Brotherhood of Electrical Workers, AFL.

Prof. Harlan Perrins and extension assistant Ray Brown have been showing a series of labor films to Local 1277, Steelworkers in Syracuse.

NEWSWRITERS CONFERENCE SET FOR NEXT WEEK

Members of the three panels participating in the third annual conference for writers covering labor-management news to be held January 21-22 have been announced. On the opening Friday morning panel which will discuss "Objectivity in Labor Reporting" will be Melvyn Pitzele, labor editor, Business Week, chairman; Kirtland King, New York State manager of United Press; Bob Bedolis, labor writer for the New York Herald Tribune; and Harry Elwood, labor writer for the Buffalo Courier-Express. Each will discuss problems of achieving objectivity from his specialized point of view as a reporter for a business magazine, a wire service, a New York City paper and an up-state paper, respectively.

The Friday afternoon session will present a panel of attorneys under the chairmanship of Prof. Jean McKelvey. They will discuss "Labor Issues and Legislation in 1955" from the points of view of labor, industry, and government. Herman Cooper of New York will represent labor, Tracy Ferguson of Syracuse will represent industry, and George Bott, former counsel of the NLRB, will represent government.

Friday evening will be given to an informal bull session in the Statler Rathskellar.

The Saturday morning program will be chaired by Visiting Professor David Cole and will consider "Unity in the Labor Movement." On Prof. Cole's panel will be Joe Molony of the Steelworkers of Buffalo, Eli Oliver, economist for the Railroad Brotherhoods, and an AFL representative.

CHRISTMAS AT ILR

Lighted trees, evergreen boughs, jingling bells and festive ribbons in offices and on doorways announced to ILR'ers that the Yuletide spirit prevailed up and down the corridors of the ILR barracks. Christmas festivities culminated in a party (for those 60-plus ILR'ers on campus) Tuesday, December 23 in the faculty lounge. Party highlights were carols led by Harlan Perrins, recordings tended by Frank Miller, topped by a Christmas tree, courtesy of Dean Catherwood's farm. Punch and cookies were served.

The committee responsible for the good time included Lee Avery, Don Cullen, Barbara Cleveland, Frank Miller, and Doris Stevenson, under social chairman Lee Eckert's direction.

During Christmas recess the faculty lounge was redecorated - walls and woodwork are now "star dust."

CUPID WORKS OVERTIME

Three ILR engagements have been announced since last FOI, with two weddings set for February and one for April.

Maxine Crispell, Personnel Administration secretary, plans to marry Irwin Haffron of Ithaca in April. Irwin works for Maxine's father on the home farm near Slaterville. The couple will live in Slaterville.

Monica Daly, secretary to Prof. Risley, has set her date for February 12 in Elmira, where she is marrying Bill Nailen of that city. Bill, who attended Rochester Business Institute, works for Thatcher Glass Company. Monica and Bill will live in Elmira, where Monnie plans to get a job.

Pat Maher, grad assistant in Public Relations, will be married in New York City February 19 to Jim Roberts of Geneva, an MLR candidate last year. Jim is associated with the Ontario Sand and Gravel Company. Pat doesn't plan to return to ILR for spring semester, but hopes to finish at a later date.

TWO NEWLYWEDS REPORT FROM MASSACHUSETTS AND TEXAS

Two former ILR secretaries write to their friends at School:

Gaile McCargo Graves writes of her honeymoon in Bermuda and her life in Lynn as wife of former grad student Al Graves, now a GE trainee. At Lynn Gaile and Al are living in a cheerful two-room apartment, where Gaile is busy practicing up on cooking and on a rented Royal (doing Al's thesis). For Thanksgiving dinner she fried chicken and baked a pumpkin pie. ILR'ers will see Gaile next week when she plans to accompany Al to Ithaca while he takes Master's exams and turns in his thesis. Her address is 118 High Rock St., Lynn.

Marilyn Cooper Case, former secretary to Riley Morrison, writes from El Paso, Texas that she has a job (which she dislikes) in the steno pool of an El Paso bank. The Cases have moved into their second apartment - this one at 1127 Los Angeles Street. She has a TV set which was a present from Santa. For entertainment they visit nearby Juarez. Marilyn says husband Don likes the Army - is studying guided missiles and radar. She reports that the weather is pretty although one needs wool clothes; it has snowed once! Marilyn misses everyone and reports to former boss Riley that he ought to see how fast she can turn out work at the bank.

PROF. FERGUSON OBSERVES

At home after a trip to Europe and the Salzburg, Prof. Ferguson has made some observations and general comments about his findings abroad. Prof. Ferguson agrees with Prof. Tolles that we do not fully realize the effects abroad of the considerable number of foreign students and visitors at Cornell. In nearly every place he visited he found former students and visitors to Cornell who greeted and entertained him. He asks if foreign students and visitors' exposure to American ideas and practices produce any significant lasting results. Answers to this question, he finds, range from one Frenchman's reply that "You'd have to send over ten million Frenchmen to get things changed," to the opinion of another (from the same ECA visiting team) that in the training program he supervised in the Finance Ministry he was using many ideas acquired in the States.

Prof. Ferguson found the reputation of ILR high wherever it is known; in many places it is not known. It seems to him that research and publications are the essential need to carry ILR's name further afield. He discovered that research and teaching in the labor field is very limited; at Salzburg he found students keenly interested in labor problems.

At University of Koln in Germany he saw Peter Atteslander, former ILR student, who has an appointment in sociology there.

PEOPLE ARE WONDERFUL

Russ Hovencamp's most prized Christmas gift was a wedding ring from his wife. According to Russ' version: "Twelve years after he was trapped, he was banded." Russ is the School's mimeograph machine operator.

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Mrs. Nancy Kelsey, who has been "stand in" for Martha Bezner in the Research Office, is leaving this weekend to join her husband at the University of Delaware, where he has a faculty position in the Entomology Department. Martha is returning to her former position in Research after a maternity leave.

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Doris Stevenson of the Fiscal Office was literally "smoked out" of her Dryden Road apartment over the holidays from a fire that destroyed four of the seven apartments in the house. Smoke damage to Doris' apartment was so extensive that she had to move out. She is currently staying with Fran Reddick of the Extension Division.

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Prof. Frank Miller of Human Relations spoke January 11 to the Borden Company Casing Plant management on "The Role of the Supervisor" in Bainbridge, N.Y.

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Sailor Jim Smith, minus his blues, reported in at his old home (ILR's mailing room) during the Christmas holidays. Jim, a boatswain's mate with 14 months yet to go, is stationed at Norfolk, Va.

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Prof. Gardner Clark was a panel member in a discussion on Russia with Harrison Salisbury, former Moscow correspondent, January 5 in Anabel Taylor auditorium. Other Cornell faculty panelists were Profs. Mario Einaudi of the Department of Government, Marc Szeftel, Department of History, and Lauriston Sharp of the Department of Sociology and Anthropology, moderator.

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Jose Tomayo, ILR student from Peru, along with 15 other foreign students at Cornell, has been given a membership in the Ithaca Junior Chamber of Commerce, in line with its brotherhood principles.

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Last week's ice was responsible for Prof. Wayne Hodges' breaking his shoulder when he slipped near his garage.

Prof. William Whyte writes from Venezuela that he has ideal research opportunities in his human relations study, with three assistants working for him in the field and a secretary who not only handles the dictation but also acts as a guide and social advisor to the life of Maracaibo. To date he has been concentrating on interviewing Venezuelan supervisors. Says his Spanish has a long ways to go but at least he is able to get along.

John Couturier, M.S. candidate who has been doing thesis research in Colorado since last summer, has returned to ILR to write his thesis.

Maxine Henry, secretary to Profs. McKelvey and Neufeld, was a passenger on the city bus involved in an accident at Aurora and State Streets. Maxine was thrown across the bus, sustaining an elbow injury and other bruises.

Ginny and Lee Wallace are driving the latest in suburban luxury - a blue-green Nash Rambler station wagon, 1955 model. Ginny is secretary to Librarian Gormly Miller.

Donald Crane, ILR senior from Harrison, is engaged to Miss Barbara Coan of Port Chester. Miss Doan, a junior at Oswego State Teachers College, is a member of Kappa Delta Pi, national education honorary. Crane is president of the ILR Student Council, a member of Zeta Beta Tau fraternity, the varsity fencing team and the Savage Club of Ithaca. A summer wedding is planned.

Word has been received of the marriage of Arnold Bradburd, Ph.D. candidate, to Miss Julia Anne Buehler of Madison, Wis. on November 27. Bradburd, a former graduate assistant to Prof. Konvitz, is now assistant to the president of the Diamond Bros. Co., Trenton, N.J.

Gerald Ottoson, MSinEd '49, was married December 4 in Green Island to Miss Olga Ostopkovich. The bride was formerly secretary to Earl Foster, Assistant Commissioner of the State Department of Agriculture and Markets. Ottoson is assistant director of industrial relations at Solvay Process Division, Allied Chemical and Dye Corp., Syracuse. The couple is living at 404 N. Orchard Rd., Solvay.

Paul Richards, who has completed work for his M.S. degree, reported to work December 20 as field construction administrator for Turner Construction Company, New York.

Prof. N. Arnold Tolles spoke on "Some Economic Aspects of German Trade-Union Structure" in Anabel Taylor Blue Room December 13.

Prof. Alpheus Smith, Acting Director of Extension, discussed labor problems related to the feed industry for 75 representatives from nine counties attending a feed dealers conference on campus December 2.

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Prof. Lynn Emerson spoke December 4 before members of the Scranton, Pa. Industrial Management Club, summarizing a one-day management conference dealing with management responsibilities.

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Prof. Milton Konvitz has been elected vice-president of the American Association of Jewish Education. For the past ten years Prof. Konvitz has been secretary of the Association and a member of its executive committee.

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Mary Kay Sullivan, former Human Relations secretary, stopped in to say hello last week while her husband was attending the veterinarians' conference on campus. She was accompanied by her nine-month old daughter. The Sullivans live in Portland, Maine.

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Two secretaries leave: Barbara Childress of Statistics and Bernice Oltz of the Social Security office have left School this month to await the arrival of heirs. Barbara's husband is a senior in the Veterinary College; Bernie's husband operates a motel and gas station near Willseyville.

FROM THE MAIL BAG:

In a letter dated December 8 Karl Gruen, Ph.D. '54, reports that he has "joined" Uncle Sam's Army as of that date. He thinks basic will be at Ft. Knox, after which he hopes to get assigned to the Army Ordnance Division, Rock Island, Illinois School of Management Engineering. Karl was assistant professor of management at Duquesne University's School of Business. He says that his wife, Liz, plans to continue teaching at Avalon until he finished basic training.

Chris Argyris, Ph.D. '51, writes from Paris that he would like to renew his subscription to FOI. He is in Paris acting as human relations consultant to eight European countries; he and his associates are visiting each country for about six weeks. The problem, he finds, is not resistance to their teachings, but too easy acceptance of it. While in Holland Chris met Jack Butler, former IIR industrial psychiatry fellow, who is developing a national research program in human relations for Holland.

Former IIR professor C. K. Beach writes from Saudi Arabia, where he is with Aramco. Mrs. Beach joined him there last summer and has fitted into community life very well. During December he spent two and a half weeks in The Hague and seven days in New York. En route he visited Andy Croce, MSILR '52, in Rome at the U. S. Embassy. He reports they are looking forward to returning to the States on his long vacation about a year from now by way of the Pacific. Sallie (his daughter) and Bob are living in Los Angeles where Bob is in the Subtropical Horticulture Department of UCLA.

MAN OF THE WEEK

If Professor Oscar Ornati realizes his present dream, he will bequeath to posterity not merely the customary scholarly catalog of musty manuscript and moldy monograph, but also A MACHINE.

The desire to create a mechanical homunculus has been engendered by the subject of his Ph.D. thesis, soon to bear fruit in a February degree from Harvard. Prof. Ornati has been studying "Strategies in Collective Bargaining." The essence of bargaining is certainly strategy, but the capacity for negotiating is hard to measure. Many imponderables are involved when man is pitted against man. Can a man come to know his own talents, discover his own weaknesses better if he tries himself against a machine so built that it can be taught the rules of any game, from chess to changing wage demands at propitious moments?

The man who wants to find out was born in Trieste (Italy) and came to America with his parents when 17. He had completed high school before leaving Italy, but has spent most of his time since continuing his education, informal and formal, here in this country. After Army service (1943-45, assistant to the Director of the Agricultural Sub-Commission for Italy, AMG), Oscar married a Rochester girl and matriculated at Hobart. With the A.B. degree completed in 1949, he moved on to Harvard, and seized possession of an M.A. in 1950. (Peeking at his record, we discovered that Prof. Ornati is one of those unfortunate straight-A men, who never get to know the enriching, soul-deepening experience of occasionally slipping down to a B.) While in graduate school, the Professor began his teaching career - first as a part-time instructor in Boston College's Evening School of Commerce, next as a full-time instructor in that college's Department of Economics, and then as a teaching fellow and tutor in Harvard's Department of Economics.

When asked why he chose a provincial university like Harvard over Cornell (he was accepted once by the Cornell graduate school), Prof. Ornati explained that Harvard offered a \$1600 fellowship, Cornell none. The income helped to balance the expense of a growing family (a boy, Lee, is now 5; a girl, Susan, is 2½).

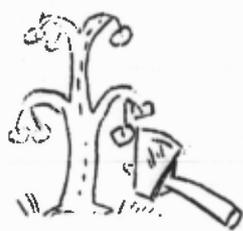
The idea of balance seems to be cardinal in the Ornati philosophy. Recalling his boyhood in Trieste, Oscar spoke lovingly of the balanced life it offered, living near the sea and mountains both, the native of Trieste can sail and swim, or climb and ski.

When asked whom he favored in the post-war dispute over Trieste, Oscar surprised by answering neither for Yugoslavia nor for Italy. If Austria had been given control, in a revival of a strong Austrian state, he believes the resulting balance of power would have promised a more stable equilibrium in that area.

Since coming to ILK in 1952, Prof. Ornati has become more and more interested in Asian labor problems. This study will soon result in three articles and a volume in the school's international series, all dealing with the problems of labor in India.

Perhaps it is a more dynamic balance that Prof. Ornati hopes to achieve by the construction of his negotiating machine. As a result of practice against this mechanism, labor and management may send more evenly-weighted contenders to the contract battles, husbands and wives may come closer to the 50-50 compromises recommended by the Popenoes and latter-day Dorothy Dix's, administrators and professors may come to some benignant stalemate on the question of who should set the goals of a college. Perhaps the Yankees will have more trouble stealing Turleys and Byrds, Sains and Mizes.

Unless some unbalanced organizer, lover, assistant dean, or upper-Bronx fan blows up the damned MACHINE.



EXTENSION TEACHERS MEET

A four-day Workshop of Extension Teachers who have taught courses for supervisors will be held on campus March 10-13. The program is planned to provide for exchange of experiences and problems, analysis of extension program purposes and methods, and practice in educational techniques.

Six workshop sessions will be directed by the ILR extension staff. Former extensioner Miss Betty Barton will serve as resource person, and Prof. Maurice Neufeld will be dinner speaker. Prof. Eleanor Emerson is conference chairman.

SOCIAL SECURITY CONFERENCE PLANNED

The sixth annual conference for Social Security Administrators will be conducted March 14-18 at Cornell. Between 15 and 20 administrators of social security and related programs will review current developments, with particular attention to federal, state, and local relationships in administering programs.

On the third day of the conference, March 16, Miss Mary Donlon, member of the State Workmen's Compensation Board, will speak at 4:15 p.m. in Room 217, Statler on "A New Look at Workmen's Compensation." Miss Donlon's lecture will be open to the public. Prof. John McConnell is conference chairman.

LYNN EMERSON RETIRES; GOES TO ISRAEL

Prof. Lynn A. Emerson has become the first professor to retire from the nine-year-old ILR School. Retirement will not mean the end of his life-long work in industrial education, however, for he has accepted an appointment as Vocational Educational Consultant on Israel Project of the Research Foundation of the University of the State of New York.

Prof. and Mrs. Emerson will fly to Israel late in March and the past few weeks have been filled with the many formal preparations necessary for the trip. One of the outstanding industrial educators in the United States, Prof. Emerson has been a member of the Cornell faculty since 1938.

His new duties will include assisting the Israeli government in establishing vocational adult training centers and equipping vocational shops that are already established.

Prof. Emerson notes the challenge that any new country offers and he cites his enthusiasm for the project there. He will be a member of a "colony" of Americans engaged in Project Israel. Although his head-

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When asked why he chose a provincial university like Harvard over Cornell (he was accepted once by the Cornell graduate school), Prof. Ornati explained that Harvard offered a \$1600 fellowship, Cornell none. The income helped to balance the expense of a growing family (a boy, Lee, is now 5; a girl, Susan, is 2½).

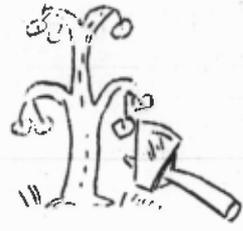
The idea of balance seems to be cardinal in the Ornati philosophy. Recalling his boyhood in Trieste, Oscar spoke lovingly of the balanced life it offered, living near the sea and mountains both, the native of Trieste can sail and swim, or climb and ski.

When asked whom he favored in the post-war dispute over Trieste, Oscar surprised by answering neither for Yugoslavia nor for Italy. If Austria had been given control, in a revival of a strong Austrian state, he believes the resulting balance of power would have promised a more stable equilibrium in that area.

Since coming to ILH in 1952, Prof. Ornati has become more and more interested in Asian labor problems. This study will soon result in three articles and a volume in the school's international series, all dealing with the problems of labor in India.

Perhaps it is a more dynamic balance that Prof. Ornati hopes to achieve by the construction of his negotiating machine. As a result of practice against this mechanism, labor and management may send more evenly-weighted contenders to the contract battles, husbands and wives may come closer to the 50-50 compromises recommended by the Popenoes and latter-day Dorothy Dix's, administrators and professors may come to some benignant stalemate on the question of who should set the goals of a college. Perhaps the Yankees will have more trouble stealing Turleys and Byrds, Sains and Mizes.

Unless some unbalanced organizer, lover, assistant dean, or upper-Bronx fan blows up the damned MACHINE.



EXTENSION TEACHERS MEET

A four-day Workshop of Extension Teachers who have taught courses for supervisors will be held on campus March 10-13. The program is planned to provide for exchange of experiences and problems, analysis of extension program purposes and methods, and practice in educational techniques.

Six workshop sessions will be directed by the ILR extension staff. Former extensioner Miss Betty Barton will serve as resource person, and Prof. Maurice Neufeld will be dinner speaker. Prof. Eleanor Emerson is conference chairman.

SOCIAL SECURITY CONFERENCE PLANNED

The sixth annual conference for Social Security Administrators will be conducted March 14-18 at Cornell. Between 15 and 20 administrators of social security and related programs will review current developments, with particular attention to federal, state, and local relationships in administering programs.

On the third day of the conference, March 16, Miss Mary Donlon, member of the State Workmen's Compensation Board, will speak at 4:15 p.m. in Room 217, Statler on "A New Look at Workmen's Compensation." Miss Donlon's lecture will be open to the public. Prof. John McConnell is conference chairman.

LYNN EMERSON RETIRES; GOES TO ISRAEL

Prof. Lynn A. Emerson has become the first professor to retire from the nine-year-old ILR School. Retirement will not mean the end of his life-long work in industrial education, however, for he has accepted an appointment as Vocational Educational Consultant on Israel Project of the Research Foundation of the University of the State of New York.

Prof. and Mrs. Emerson will fly to Israel late in March and the past few weeks have been filled with the many formal preparations necessary for the trip. One of the outstanding industrial educators in the United States, Prof. Emerson has been a member of the Cornell faculty since 1938.

His new duties will include assisting the Israeli government in establishing vocational adult training centers and equipping vocational shops that are already established.

Prof. Emerson notes the challenge that any new country offers and he cites his enthusiasm for the project there. He will be a member of a "colony" of Americans engaged in Project Israel. Although his head-
(more)

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

quarters will be in Tel Aviv, Prof. Emerson expects that his work will take him throughout the country.

He will also be concerned with teacher training programs and with the development of instructional materials. During World War II, Prof. Emerson was engaged in developing instructional materials for war training, as part of a Cornell University project.

Prof. Emerson will succeed Dr. William Becker, Ed.D. '52, on the Israel Project. Prof. Emerson was Dr. Becker's doctoral adviser when Dr. Becker attended the Industrial and Labor Relations School.

Prof. Emerson joined the staff of the ILR School shortly after the School was founded in 1946. He has a record of teaching and educational administration in business and industry. At ILR he has taught resident courses in conference leadership, training-in-industry, development of instructional materials and has conducted institutes and conferences for training personnel.

He was originally an electrical engineer, and was graduated from the University of Minnesota in 1911. In 1915, he began teaching industrial arts in high school, then headed the automotive department of an industrial institute. He became State Supervisor of Vocational Education at Joliet High School and Junior College, Director of New York City Y.M.C.A. Schools, and in 1938, professor of Industrial Education at Cornell.

He has served as consultant for the President's Advisory Committee on Education, the New Haven School Survey, New York State Committee on Technical Institutes, and the New York City Study of Vocational Schools.

He was chief contributor for "Vocational Technical Training for Industrial Occupations," and edited 25 instructional manuals for training classes. He is the author of "Auto Repair Practice" and "How to Prepare Training Manuals."

When he finishes his work in Israel, Professor Emerson may accept a new appointment for the government, or he and Mrs. Emerson may live somewhere in the mid-South - some place where the fishing is good. They don't know exactly where they will live yet, but the spot is not as important as the idea.

PERLMAN AUTHORS BOOK

Prof. Mark Perlman is author of a book "Judges in Industry: A Study of Labor Arbitration in Australia," just published by the Melbourne and Cambridge University Presses. The book historically studies the operation of the Australian Arbitration Court in the first half of the 20th century. Prof. Perlman puts his study in the framework of specific Australian industries: the pastoral industry, the metal trades, and the stevedore industry.

R. M. Eggleston, C.C., a leading Australian barrister, writes in the book's foreword: "It is significant that the task should have been undertaken by a scholar from the United States of America. Australia has, as yet, no School of Labour Relations. But in America there is a deep interest in labour problems which is reflected in the establishment of such institutions as the New York State School of Industrial and Labor Relations at Cornell University."

The American student finds invaluable comparative material in the Australian system; Dr. Perlman emphasizes the adaptability of that system, and draws a fundamental distinction between two kinds of arbitration, which he designated as "administrative" and "Autonomous" respectively.

Prof. Perlman made the study as a fellow of the American Social Research Council, and later made a second trip to Australia under a grant from the American Philosophical Society.

RECENT PUBLICATIONS

Two School bulletins, Nos. 26 and 27, have recently been added to ILR's list of publications:

"Industrial and Labor Relations Research in Universities" (No. 26), according to the editor, Prof. Robert Aronson, "attempts to provide a comprehensive report on current research in the field of industrial and labor relations." The study reports on 27 educational institutions and on the research being conducted as of the spring of 1954. The study represents the need for a frequent summary of research in this area, according to Prof. Aronson.

Bulletin No. 27, "The Evolution of Managerial Ideas in Industrial Relations," by Edwin E. Witte. (University of Wisconsin; Visiting ILR Professor, fall 1953) traces major conditions and developments in union-management relations from the early part of the century to the present. He discusses the impact of such developments as scientific management, employee welfare programs, personnel management, and outstanding studies in human relations.

SUMMER COURSES SET

Nine one-week seminars and workshops for practitioners will be featured this summer at ILR, as well as the customary six-week credit courses in industrial and labor relations and in industrial education. One week seminars are:

<u>Week of</u>		<u>Instructor</u>
June 20	Health, Welfare and Pensions	John McConnell
June 20	Problem Solving Conferences	Robert Risley
June 27	Developing Human Relations Training Materials	Frank Miller
July 11	Employment Stabilization Problems	Vernon Jensen
July 11	In-Plant Communications	Wayne Hodges
July 18	Community Relations	Wayne Hodges
July 25	Personnel Selection and Placement	Edwin Harris
August 1	Planned Talks with Your People	Frank Miller
August 8	Improving Appraisal of Supervisory Performance and Potential	Edwin Harris

Credit courses in industrial and labor relations, beginning July 6: (six week)

Personnel Administration	- Robert Risley
Survey of Industrial and Labor Relations	- Mark Perlman
Collective Bargaining Today	- John Windmuller
Economics of the Labor Market	- Robert Ferguson
Supervision of Personnel	- John Windmuller
Social and Labor Legislation	- John McConnell

Credit courses in industrial education, beginning July 6: (six week)

Training in Industry	- John Brophy
Seminar in Industrial Education	- Undecided
Administration of Industrial Education	- John Brophy
Methods and Materials in Adult Education	- Undecided

ILR SABBATIC LEAVES

Prof. Philip J. McCarthy of ILR Statistics Division has been granted sabbatic leave for the Spring term to serve as consultant to the Operations Research Office at Johns Hopkins University. He is working on classified statistical problems arising from study communications problems in small groups. The McCarthys are living at 8904 Sudbury Road, Silver Springs, Md.

Two faculty members - Profs. Robert Ferguson and Duncan MacIntyre - returned to the School at the beginning of the Spring term. Prof. Ferguson has been in Ithaca since last October after spending the summer and early fall teaching and traveling in Europe. Prof. MacIntyre served as consultant to the Senate Labor Subcommittee on Health Welfare funds.

Prof. Ralph Campbell will return from leave to his extension duties in mid-March. Last week he served as coordinator on the "Management Process" unit of ILR's short course.

SPRING TERM, 1955

The Spring, 1955 term brings a total of 31 entering students (20 undergraduate and 11 graduates) for a total ILR enrollment of approximately 355 students. The entering undergraduates include three rejoins (Robert Herron, Peter Kephogle, and Patricia Stickney Nicolo) and 17 transfers. Among the 11 graduate newcomers are two former students, Jean Couturier and Stanley Rasch. Charlotte Rubashkin, a February 1955 graduate of ILR, has entered the graduate ranks.

New courses and new instructors have been added to the School's resident program. Visiting Lecturer J. B. S. Hardman is teaching a new course "Political Ideologies and Industrial Relations," open to upperclassmen and graduate students; Prof. Vernon H. Jensen is teaching "Collective Bargaining," (501), an intermediate, graduate-level course for those who have had back-grounding in collective bargaining; a graduate seminar "Development of the Economic Theory of Labor Markets" is taught by Prof. N. Arnold Tolles.

Several courses are being given by different instructors: Prof. Wisley is teaching Personnel Administration, 260 and 560; Prof. Ornati is teaching Comparative Labor Relations; Prof. Brophy, Industrial Education; and Prof. Hodges, Written Communication.

ILR'ERS ACTIVE IN WINTER CONFERENCES

Six ILR'ers attended the annual meeting of the National Academy of Arbitrators in Boston January 26-29; three of them took part in the program. Ralph Seward, last semester's Visiting Lecturer, was chairman of a session on "The Factor of Ability in Labor Relations," with Prof. Jean McKelvey serving as discussant. Visiting Professor David Cole chaired a session on "The Use of the Past in Arbitration." He also gave a paper on "The Arbitration of Jurisdictional Disputes." Dean Catherwood and Profs. Vernon Jensen and John McConnell attended.

Prof. Robert Stutz, M.S. '49, of the University of Connecticut, was program committee chairman. He is with the Connecticut State Board of Mediation.

With the mid-winter New York State Industrial Training Council meeting February 14 and 15 in Buffalo, Prof. John Brophy will wind up his duties as president. His last official acts will be presiding over the executive committee meeting and the annual meeting.

Three ILR alumni took part in the program: Dick Gordon of the Western District extension office; Ernie Beamer, MSILR '53 of the Harrison Radiator Division, GM Corp., and Bob Biggane '49 of the Rudolph Wurlitzer Company, were group leaders on workshop sessions.

WHAT FEBRUARY GRADS ARE DOING

Some February graduates who have reported their plans as we go to press are: Charles Adoff expects to be drafted in May.

Walter Burdick will be doing insurance sales with Penn Mutual Insurance Company, Syracuse, N.Y.

Ernest Combs is returning to his home in Washington state. He expects to be called to military service in March.

Robert Gray will be working in his father's florist business until June when he will enter the Army with an ROTC commission. Bob's home address is 314 S. James Street, Carthage, N.Y.

Erwin Hamm has an Assistant Professorship at the Broome County Technical Institute, Binghamton, N.Y.

John McDonald is joining the Charles Pfizer Co. at the Groton Plant, Groton, Conn. as safety engineer. John's home address will be 123 Bill Ave., Groton.

Mortimer Miller expects to be called for military service in March.

Joan Murray is claims representative in the Bureau of Old Age and Survivors Insurance, Department of Health, Education and Welfare, Long Island City.

Raymond Rivoli will be field representative with District 50, UMWA, 250 W. 57th St., New York. He also plans to attend Brooklyn Law School at night.

Shola Stern has taken a temporary job with the Social Science Research Center on campus.

Robert Taft has accepted a position as personnel man with the Detroit Steel Products Co., Pittsburgh Plant, West Elizabeth, Pa.

Francis Tobin is going directly into the army with an ROTC commission.

Sigrid Topken has accepted a position as merchandizing trainee at Macy's, New York.

The following students have left school before completion of their degree.

Carl Oles, MILR candidate, is employed in labor relations with the Consolidated Vultee Aircraft Corp., in Fort Worth, Texas.

Pat Maher, MILR candidate, is being married February 19 to Jim Roberts, MILR candidate. She will live in Geneva, N.Y.

Paul Richards, M.S. candidate, assistant field accountant with the Turner Construction Company in Kingston, N.Y., where a \$10,000,000 building is under construction for IBM. His address is P.O. Box 231, Bearsville.

Jack Wilson, MILR candidate, has taken a job as trainee with the Equitable Life Assurance Co. in New York City.

JEHRING PUBLISHES STUDIES IN PROFIT SHARING

J. James Jehring, formerly of the ILR faculty, now Director of the Profit-Sharing Research Foundation, is author of two new Foundation publications.

(1) "A Comprehensive Bibliography of Domestic and Foreign Books and Articles on Profit Sharing": a bibliography of 226 items containing important recent works on profit sharing, both home and abroad. (2) "Theses on Profit Sharing and Allied Subjects in American Universities": the result of a project to determine the extent to which profit sharing was studied in graduate schools. The latter lists 44 theses which can be obtained through inter-library loan service in the U.S.

Both studies are available free of charge from the Profit Sharing Research Foundation, 1322 Chicago Ave., Evanston, Ill.

REPRINT ISSUED

Two reprints from the I&LR Review, (October, 1954) have been issued by the School this month: "Social Integration" by Dr. Lois Dean, and "Newspaper Coverage of Labor-Management News" by Prof. Wayne Hodges.

ILR BULLETIN DISTRIBUTION BIG BUSINESS

With the team work of Addie Tracy, Ardis Bowers and Jane Barclay, a total of 17,000 ILR bulletins was sent out last calendar year by the Distribution Center. Bulletins range in subject matter from essays on human relations to a guide to audio-visual materials in the I&LR field. The bulk of requests come from such places as libraries, business organizations, school systems, and from students writing term papers.

Human relations subjects won top honors in popularity this past year. "Role-Playing in Action" by Chris Argyris, Ph.D. '51, had a total circulation of 3,440, while "Leadership and Group Participation" by William F. Whyte came in second with a total "sale" of 3,104. In third place was Dr. Burling's series of essays "You Can't Hire a Hand" (1,811); and in fourth place was his "Essays on Human Aspects of Administration," with a count of 1,756.

In descending order of popularity were "Improving Supervision in Retail Stores" (1,123); "Guide to Audio Visual Materials in I&LR" (1,091).

Most popular of the Cornell Studies series was Prof. Vernon Jensen's "Non-Ferrous Metals Industry Unionism, 1932-1954."

In addition to the distribution of bulletins and Cornell studies, the Distribution Center mails out 2,500 copies of the I&LR Review each quarter, and 2,500 copies of "Abstracts and Annotations" each month, plus "ILR Research", reprints and news releases.

GRADUATE ASSISTANTSHIPS GRANTED

Below are listed graduate assistant assignments for the Spring term, 1955.

	<u>Area</u>	<u>Professor</u>
Armin Behr	Statistics	J. Morton
Henderson Booth	Personnel Adm.	F. Foltman
Bernard Brody	Research	L. Adams
Ray Brown	Extension	A. Smith
John Chapman	American Ideals	M. Konvitz
Jean Couturier	ILR Survey	D. MacIntyre
Pamela Haddy	American Ideals	M. Konvitz
Anne Holman	Collective Barg.	M. Konvitz
Ralph James	Labor Market Ec.	G. Clark
Karl Mann	American Ideals	M. Konvitz
John Maschman	Statistics	J. Morton
Myron Miller	Extension	A. Smith
Ted Newman	Labor Union Adm.	M. Neufeld
Tom Patten	Personnel Adm.	R. Risley
Stanley Rasch	Library	J. Miller
Reed Richardson	Extension	A. Smith
Thayne Hobson	Social Security	J. McConnell
Hal Ross	Collective Barg.	V. Jensen
Charlotte Rubashkin	Statistics	J. Morton
Ernest Savoie	International Inst.	J. Windmuller
Art Siegel	Public Relations	W. Hodges
Ganesh Sinha	Social Security	J. McConnell
George Smith	Statistics	J. Morton
Jack Storm	Industrial Education	
Arturo Tanco	Collective Barg.	J. McKelvey
Ram Tarneja	Library	J. Miller
Sam Trull	Sociology Seminar	
Roger Walker	Social Security	J. McConnell

SERIES OF JOB CONFERENCE HELD

This past week two meetings were held, each the first in a series to discuss jobs and related problems for men and women students, respectively.

Last Thursday the first of a series on "How to Get a Job in Industrial Relations" was held for ILR men students graduating in June. Guest speaker was Mr. John Munschauer, Director of Cornell's Placement Service who discussed Cornell's program of recruiting industrial relations personnel. Prof. Rudolph Corvini talked about firms coming to ILR this Spring for recruiting purposes.

On Tuesday, February 15, the first of a series on "Job Opportunities for ILR Women" was held. Mrs. Ruegsegger, in charge of women's placement at Cornell, joined in the conference to discuss firms seeking Cornell women and job opportunities available.

Similar meetings are scheduled for every other week as long as interest is maintained.

CHANGES IN STAFF

Mid-year brings several changes in staff to ILR:

Agnes Flynn has replaced Barbara Childress as secretary in ILR's Statistical Division in Warren Hall. A native of the Bronx, Agnes graduated from a Manhattan High School and thereupon took a secretarial job with Pan American Publishing Company. During this time she attended evening business school. During high school she worked for a telephone company.

Doris Smith, February graduate of Cornell's Home Economics College, is Prof. Earl Brooks' new secretary. She has previously worked part-time at ILR. Her husband is a doctoral candidate in Cornell's Plant Breeding Dept.

Rosemary Saltsman has moved into the McConnell-MacIntyre offices from her former headquarters in ILR's "stenographic pool." She replaces Bernice Oltz.

Georgia Youngman, returned from a leave of absence, is Prof. Robert Risley's new secretary, taking over the spot occupied by Monica Daly. Georgia was formerly secretary to Profs. McKelvey and Neufeld.

Eva Benda, who has been assisting Brad Shaw in the Audio-Visual Lab, has resigned to become a full-time teacher of Czech in Cornell's Modern Language Department.

ALUMNI DIRECTORY APPEARS

A new alumni directory has been issued by the Office of Resident Instruction. Containing 71 mimeographed pages with a printed cover, the directory lists ILR's 837 alumni alphabetically with both home and business address. At the back is a geographical listing of all alumni. The directory was compiled by Miss Eleanor Goodman and Mrs. Katherine Anderson.

ILR HAS DIRECT WIRE

ILR has its own teletype machine for sending telegrams direct to the Western Union Office. The machine is located in the School's Mailing Room, and is under the supervision of Jerry Rounds.

PEOPLE ARE WONDERFUL

Bernice and John Oltz of Willseyville are parents of a son, Michael David, born January 24; weight 6½ lbs. Bernice until recently was secretary to Profs. McConnell and MacIntyre.

Prof. Earl Brooks was named alumnus of the year by his alma mater, Bowling Green State University, Ohio. At a ceremony held last month, he addressed the local chapter of Omicron Delta Kappa, national leadership honor society, on "Opportunities for Leadership."

Prof. Donald Cullen spoke January 17 in Syracuse on "Current Issues in Labor Relations" at a meeting of the New York State Arborists Association.

Prof. Lynn Emerson (whose story in on the front page) has been the recipient of honors and recognition: he has been elected first honorary member of the Ithaca Industrial Management Club, where he was cited for "high attainment and distinguished service to the group and to industry;" He has been elected to Phi Kappa Phi, honorary; ten students from his last class (Industrial Education) had an informal dinner for him and Mrs. Emerson; he is to be honored next month at a dinner to which faculty, friends and former students are to be invited.

Library staffers Gormly Miller, Bernard Naas, Brad Shaw, and Hans Panofsky attended a state-wide meeting of the Special Libraries Association in Albany February 5. Brad Shaw is president-elect of the Western New York Chapter of the Association.

Announcement is made of the engagement of Roy Mitchell '56 of Kings Ferry to Miss Nancy Bishop of Watkins Glen. A graduate of Syracuse University, Miss Bishop is employed by Roy H. Park, Inc., Ithaca.

Bernard Naas, Assistant Librarian, has returned to his Quonset Hut headquarters from a self-imposed exile while working on a consolidated catalogue of labor union periodicals.

Acting Director of Extension Alpheus W. Smith spoke February 3 to management personnel of the Carborundum Company headquarters in Niagara Falls on "Who's Afraid of the Big Bad Boss?"

Lee Eckert of the Library's documentation center has bought a five-room house in Jacksonville, with plenty of room for her flowers and garden. The house even has a basement rumpus room with bar.

Prof. Arnold Tolles spoke February 8 to the Men's Democratic Club of Ithaca on "Do We Need a State Development Corporation?"

Dr. Temple Burling of Human Relations Division spoke February 10 to the Parents Club of Spencer Central School on "Helping Children Grow Up." He spent last weekend in Des Moines, Iowa helping his parents celebrate their 60th wedding anniversary. In mid-March he will participate in a symposium on Industrial and Mental Health of the American Ortho-Psychiatric Association.

Prof. Frank Miller and family have moved into the Philip McCarthy home near Robert Treman State Park while the McCarthys are in Washington.

Grad student Edith Lentz (Human Relations) has moved to the 211 Eddy Street suite recently vacated by Pat Maher.

Prof. J. E. Morton of Statistics participated in a Census Advisory Committee in Washington January 14 and 15.

Prof. Isadore Blumen of Statistics spoke January 12 before the New York City Chapter of the American Statistical Association on "Labor Mobility."

Prof. Milton Konvitz spoke on "Judaism and the Pursuit of Happiness" February 9 on campus, sponsored by the B'nai B'rith Hillel Foundation.

Two faculty members have been recently quoted by the Cornell Sun. Prof. Gardner Clark on the recent Kalonkov resignation, and Prof. Maurice Neufeld on the current merger of AFL-CIO.

Prof. Wayne Hodges spoke in Binghamton Feb. 14 on In-Plant Communications to the Binghamton Society for the Advancement of Management. February 25 he will speak on Public Relations to the Binghamton Central Labor Union.

WOMEN OF THE WEEK

If there were any tulips, of which they are none and if there were no hills, of which there are many, Ida Siccama would spend her leisure hours bicycling around Tompkins County. As it is, the pretty lass from Holland must confine her love of nature to weekly walks around the Cornell campus--which, after all, is one of the more charming spots in the East.

The trouble with most Americans, Miss Siccama claims, is their apathy where walking is concerned. She blames this apathy on the profusion of automobiles in the United States.

The Dutch ILK graduate student has taken a survey, which, although perhaps lacking in internal consistency and in the sampling procedures that ILR 510 students might employ, is nevertheless revealing.

Asking friends why they don't walk more, replies range from "Too tired" and "Too busy to" "Too hot" and "Too cold." Seems as though there's always some "too" where strolling is involved.

Basically, people are alike wherever they live. Because she's an employee of a department store in Holland, she is always curious about American department stores--especially from the personnel supervisor's approach. "Some don't pay any attention, some are careless, some are helpful and some are pretty -- just like Holland."

Miss Siccama was born on a small farm in the north of Holland in the Province of Groningen. She attended a two-room school for seven years. Then she attended high school in a town 60 miles away and she could return home only on weekends.

She decided to improve her English and went to England, where she worked in a boarding house mornings and studied during the afternoons. In Holland, English is required, but Miss Siccama sought more fluency. Also, she states, "I wanted to see some of the world."

After a year she returned to Holland and attended a secretarial school. Upon graduation, she went to Amsterdam because "it was the biggest city and afforded the most and was the most exciting." She worked for an Indonesian bank there. During the war the bank's activities were curtailed and she had much spare time. So she studied law. The university had been closed by the Germans because the students refused en masse to "register" with the Nazis. They feared being sent to Germany.

So the classes were informal and were conducted secretly by the University tutors. After the war, the University of Amsterdam accepted the credits she had earned privately and she took oral exams for the rank of "Bachelor." In Holland, that gives no rights or privileges, and law students must study three years in addition to the two years for Bachelor's rank.

At the end of her five year course, she was a Master of Laws and became assistant personnel manager in Holland's largest department store: the Byenkorf (Beehive), where she was in charge of social security and labor law work.

She wanted more background in human relations for her job and she applied and received a scholarship to the ILR school from the American Association of University Women. She is now on a leave of absence.

"Americans are friendly," she remarked. And she said that they are extremely polite and very complimentary. When she translated "You're welcome" literally she was at a loss for the reason Americans use the phrase. But that and other Americanisms were explained to her and she now even uses the somewhat newer American euphemism, "out of it".

She was happy when she arrived in America and she says she'll be happy, of course, when she goes back home. There's no question that part of the lure of her Netherlands home is the fact that there is nowhere - but nowhere-in Holland a Hill as difficult to maneuver as E. Buffalo Street in Ithaca.

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In Holland a stroll is a pleasure!