

Vol. VIII



SUMMER PROGRAMS FOR LABOR

With more than half of its program of summer conferences for union groups behind it, the School's staff has two more scheduled: District 4, United Steelworkers of America, is holding two week-long conferences during the first two weeks in August. More than 100 attendees will study grievance handling, current developments in industrial and labor relations, basic economics, labor law, etc.

August 5-6 will bring members of the District 3 Council, IUE-CIO to the campus to study the impact of technological progress on contract negotiations, union aims, trends, responsibilities and programs.

Groups which have already met on campus include a conference on Educational Methods Useful in Local Union Activity (week of July 18), two groups from Local 3, International Brotherhood of Electrical Workers (one for men and one for women); editors of Machinists Union; Brotherhood of Maintenance of Way Employees, AFL (July 24-30); and a four-day educational conference for Federal Labor Unions held last week.

Among ILR faculty serving as teachers and discussion leaders for these union conferences are Temple Burling, Alice Cook, Donald Cullen, Wayne Hodges, John McConnell, Mark Perlman, Fred Slavick, and Extensioners Lois Gray, Dick Frank, Dick Gordon, Wallace Wohlking, and Harlan Perrins. Eleanor Emerson was over-all conference chairman.

DEAN NAMED TO RAILWAY BOARD

Dean M. P. Catherwood was named last month by President Eisenhower as a member of a three-man emergency board to investigate a wage dispute between the nation's major railroads and the Brotherhood of Locomotive Firemen and Enginemen. Other members are Curtis G. Shake of Vincennes, Indiana, and G. Allan Dash, arbitrator, of Philadelphia, Pa.

Dean Catherwood, meeting with board members in Chicago, held hearings for three weeks, beginning June 20. For the past two weeks the board has been in Washington, D. C. writing its report.

Dean Catherwood served on a similar emergency board a year and a half ago to make recommendations in a controversy between 15 unions representing non-operating railway employees and the managements of the country's Class I railroads. Last October the Dean served in Puerto Rico as a public member on a minimum wage board.

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STATE BANKERS TO MEET

Thirty-five officials from savings banks throughout the state will attend a four-day institute on personnel August 2-5. Outside speakers will include Douglas Williams, President, Douglas Williams Associates, Jay Kramer, member, State Labor Relations Board, and Edward Sargent, former ILR'er, of the State University Teachers College at Albany. ILR faculty members Temple Burling, Harlan Perrins and Robert Risley will serve as discussion leaders.

SUMMER SESSION UNDER WAY

Cornell summer session began on-campus July 7 with ILR registration reaching just under 100 in the 11 courses offered in Industrial and Labor Relations and in Industrial Education.

Visiting summer faculty include George Morgenroth, Director of the Essex County (N.J.) Vocational School, and Ronald Kent, who formerly held that position. The two visitors are sharing the teaching of ILR 632, "Administration of Industrial Education" and 636, "Methods and Materials in Adult Education."

Enrollment to-date in the nine one-week seminars for management total 109, according to Prof. Robert Risley, Coordinator of on-campus conferences.

The seminar in "Organizational Uses of Effective Talking and Listening", conducted by Prof. Frank Miller, is being given this week (August 1-5; "Improving Appraisal and Development of Supervisors" by Prof. Edwin Harris, will follow next week.

New York Telephone sent the largest number of participants to the seminar series - seven; Goodyear Tire and Rubber was next with a total of five; Lederle Laboratories and Esso Standard sent four each. Compania Shell de Venezuela, Asiatic Petroleum Co., sent a participant to five of the seminars.

PROF. PERLMAN GOES TO JOHNS HOPKINS

At the end of the summer session Prof. Mark Perlman will leave ILR and Ithaca to join the faculty of Johns Hopkins University as Assistant Professor of Political Economy.

Prof. Perlman taught at University of Hawaii before coming to ILR. He is author of a book, "Judges in Industry: A Study of Labor Arbitration in Australia." He has made two visits "down under." Perlman did his undergraduate and graduate work at the University of Wisconsin.

NEW MEMBERS APPOINTED TO "REVIEW" BOARD

The following faculty members were recently appointed to the editorial board of the Industrial and Labor Relations Review, effective July 1:

John Brophy, Alice Cook, Jean McKelvey, Frank Miller, Maurice Neufeld, and Fred Slavick.

Members who retired from the board at the end of June are: Ralph Campbell, Jesse Carpenter, Milton Konvitz, Gormly Miller, J. E. Morton and Mark Perlman.

SUMMER PROGRAM FOR VITA PLANNED

With three meetings already held at this writing, VITA (Vocational, Industrial Arts and Technical Association) plans four additional meetings during summer session, according to Prof. John Brophy, the group's adviser. At its first meeting held July 7, Dr. A. L. Winsor spoke on "Expanding Frontiers in Industrial Education." The following week, Carlton Dwight, Training Director for Scintilla Division, Bendix Aviation spoke. Last week's speaker was William Graff, Ithaca Superintendent of Schools.

SUMMERS ISSUES OF "REVIEW" AND "RESEARCH" APPEAR

The July, 1955 issue of the ILR Review contains articles by two former ILR'ers: "Codetermination in German Industry" by Edwin F. Beal, Ph.D. '53, and a piece by former faculty member Marten S. Estey on "Patterns of Union Membership in the Retail Trades."

Others articles included in this issue are "Secondary Labor Force Mobility in Four Midwestern Shoe Towns," by Richard C. Wilcock and Irving Sobel; "Collective Bargaining in the Pacific Coast Fisheries: The Economic Issues," by James A. Crutchfield; "The Guaranteed Annual Wage, Employment and Economic Progress," by Wayne A. Leeman; and "Supervision in the British West Indies: Source of Labor Unrest," by William H. Knowles.

ILR'ers Robert Aronson and Frank Miller contributed book reviews.

The third issue of ILR Research (June) contains discussions of five research problems carried on by ILR -- all but one based on ILR graduate student theses. The exception is "Entrance of Young People into the Labor Market: A Case Study," by Leonard Adams and Robert Aronson.

Other articles are "Left-Wing Domination of Labor Unions: A Case Study of Local Union Leadership" by Dalton McFarland; "Age and Industrial Effectiveness" by Charles Meyer; "Availability of University Faculty for Outside Work" by Robert Risley; and "The Changing Role of the Shop Steward" by Donald Ghent.

ILR ADVISORY COUNCIL ENLARGED

At the June meeting of the Cornell University Board of Trustees the School's Advisory Council was increased from seven to nine members-at-large. Stephen F. Dunn and William C. Decker have been appointed to the enlarged Council. Mr. Dunn is an attorney of the firm McCobb, Heaney and Dunn of Grand Rapids, Mich.; Mr. Decker is President, Corning Glass Works, Corning, N.Y.

Joseph R. Shaw, President of the Associated Industries of New York State, has been appointed member-at-large to replace Martin Hilfinger, formerly president of Associated Industries.

Edward T. Dickinson and Isador Lubin have replaced Harold Keller and Edward Corsi as ex-officio members by virtue of their appointments as Commissioner of Commerce and Industrial Commissioner of New York State, respectively. James E. Allen, Jr. has replaced Lewis Wilson as Commissioner of Education.

DANIEL ALPERN PRIZE WINNERS NAMED

The School's Committee on Scholarships and Awards has named two Brooklyn men, Paul Goodman and Michael Greenberg, winners of the Daniel Alpern Memorial Prize. The award, based upon scholarship and leadership, consists of the Daniel Alpern Memorial Medal and one hundred dollars.

Paul had an overall average of 87.82; Michael had an average of 87.50. Both men are members of Phi Kappa Phi honorary.

At Cornell Goodman was a member of the ILR Student-Faculty Curriculum Committee, a member of the Willard Straight Committee, and of the Independent Council. Greenburg was a member of the varsity debate team, secretary of the debate honorary, and a member of the Student Council Men's Housing Committee.

PROF. MCCONNELL NAMED CONSULTANT

Prof. John McConnell is one of a 16-member consultant group named by Governor Harriman for the governor's conference on problems of the aging. The group, named to work with the sub-committees of the conference, will meet in October in Albany.

PROF. STURMTHAL AT ROOSEVELT U.

Prof. Adolf Sturmthal, former visiting professor at ILR and recently of the Bard College Economics Department, has been appointed professor of the Philip Murray Chair of International Labor Studies at Roosevelt University, Chicago. The chair, which was established last November under a \$100,000 grant from the Philip Murray Memorial foundation, was created "to provide a center for research and publication on the economic, social and political institutions of all people of all nations."

SUMMER ASSISTANTSHIPS

The following graduate students have assistantships or are working for ILR on an hourly basis:

Reed Richardson	Extension for Prof. Smith
Thayne Robson	Social Security
Jack Storm	Special Programs for Prof. Risley
Ganesh Sinha	Labor Market Economics for Prof. Tolles
Ram Tarneja	Library (Document Center)
Stanley Rasch	Library (Abstracts)
Sam Trull	Extension Conferences for Prof. Emerson
Jack Leonard	Extension Conferences for Prof. Emerson
Pat Hodges	Library (full-time)
Keith Collins	On-campus summer conferences
Dave Morrison	Serving as a recorder for on-campus conferences
Bill Andrews	Summer Public Relations Assistant

PROF. HARRIS CO-AUTHORS MONOGRAPH

Prof. Edwin Harris is co-author of a monograph "Leadership and Supervision in Industry," published by the Bureau of Educational Research, Ohio State University. Co-authors are Edwin A. Fleishman of Air Force Personnel and Training Research Center, San Antonio, and Harold E. Burtt of Ohio State. Prof. Harris was responsible for the development of the criterion measures, their evaluation against supervisory behavior, and the evaluation of the refresher training content.

REVIEW CIRCULATION UP

Total circulation of the ILR Review, the School's quarterly, has increased by 10 per cent over last year, and by 20 per cent over two years ago. It now stands at 2,733.

Increased circulation has resulted from three factors: higher percentage of renewals (about 85 per cent), increased number of new subscriptions, and increased use of the Review by the library to obtain foreign periodicals on an exchange basis.

TWO REPRINTS ISSUED

Prof. Oscar Ornati is author of ILR's two most recent reprints: Nos. 33 and 34. The former is "Legal Protection of Labor in Contemporary India" (from the March, 1955 Labor Law Journal); the latter is "Wages in India," reprinted from Economic Development and Cultural Change, April, 1955.

JOBS OF RECENT GRADUATES

(Undergrads)

Gill Boehringer was commissioned in the Army in June and expects to be called this month.

Donald Crane was likewise commissioned in June and expects to be called soon.

Ronald Decker is staff trainee at Western Electric, New York City

Philip Dunsker is an executive trainee for L. M. Bamberger, Newark, N.J.

Lee Fingar plans to attend a graduate business school.

Howard Fink expects to enter Yale Law School with a full tuition scholarship.

Albert Mackie is junior industrial engineer for General Cable Co., New York

Richard Roth was commissioned in the Army and expects to be called in the fall.

Michael Sena entered the Navy last month as candidate for a commission.

Richard Showacre is industrial relations trainee for Ford Motor, Equipment Manufacturing Division, Ypsilanti, Mich.

Paul Wenderlich is doing summer personnel work for Hooker Electrochemical Co., Niagara Falls. He expects to be drafted soon.

(Graduate Students)

Eugene Carrara is assistant personnel director, Air France, New York

Jean Couturier is employed by the American Federation of State, County and Municipal Employees, New York City

John Griffin is management trainee for New York Telephone Co., Long Island Division, Brooklyn

Ann Holman is doing research for the Airline Pilots Association, Chicago

Edith Lentz, upon completion of her doctoral thesis this summer, will become assistant professor, Program for Hospital Administration, Medical School, University of Minnesota.

Al Peevers has taken a four-to-six-week job with the New York Telephone Co.

He is preparing a training manual for switchboard supervisors.

George Smith has a New York State public administration internship.

REPORT ON VIENNA

Prof. John Windmuller got off to a flying start after one day's delay on his trip to the recent convention of the International Confederation of Free Trade Unions in Vienna. As a consequence of his split-second itinerary, he missed seeing three of his former West German students whom he had planned to meet at the Frankfurt airport. At a three-hour stopover in Zurich he visited with Herman Schupbach, former ILR student. (Schupbach complained bitterly about having been omitted from the FOI mailing list, a situation which Prof. Windmuller remedied upon his return to Ithaca.)

At the Vienna airport Prof. Windmuller was met by a cortege of three limousines from the American Embassy, plus President Jacob Potofsky of Amalgamated Clothing and Arnold Beichman of IBEW, only to find that the royal welcome was not for him, but for AFL President George Meany who was to have arrived on the same plane.

Windmuller found the Austrian celebration of the signing of the Peace Treaty somewhat dampened by two weeks of foul weather; however, the Viennese outdid themselves in feting the visiting ICFTU delegates with a gala performance of the operetta Die Fledermaus, a reception by the Austrian government in the Schoenbrunn Palace (where just a week before a similar reception had been given for the visiting Big Four foreign ministers), excursions into the environs, and visits to trade union schools and rest homes.

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Prof. Windmuller met a number of trade union people - George Meany, James Carey, Jacob Potofsky - and saw a number of friends of the School, including Meyer Bernstein, European representative of the Steelworkers; Rudolph Faupl, Machinists international representative; Victor Reuther of the National CIO staff; and Alfred Braunthal of the ICFTU staff.

STAFF PERSONNEL CHANGES

Kathleen Anderson of Resident Instruction has accepted a job as secretary to Jim Davis, Personnel Director of Morse Chain.

Jane Barclay of Distribution Center is spending the summer in Washington, D.C., where her husband is attending school. Janet Jones, Ithaca High June graduate, is Jane's summer replacement.

Eleanor Bacon, Ithacan and Keuka College senior, is for the second summer helping out with summer conferences.

Yvonne Hall, secretary to Prof. Emerson in extension, plans to enter State Teachers College at Cortland this fall.

Mrs. Margaret Mason has replaced Bonnie Gavitt in ILR's Mailing Room. An Ithacan, Margaret is working for the first time since the arrival of her four boys, ages five to fifteen.

Jackie Melton, another Ithacan, is working for the summer as secretary in Room 20.

Toni Nell and Shola Stern are typing on the Research Division's Auburn Study. Toni is a Cornell grad student, while Shola is an ILR graduate.

Betty O'Brien, former Extension secretary, is pinchhitting in the Dean's office during the summer months. Betty will be a junior at State Teachers College, Cortland.

Joan Plavnick has replaced Georgia Youngman as secretary to Prof. Risley. At the end of the summer Joan will leave Ithaca with her husband, who is completing his doctorate in the College of Architecture.

John Riihinen, former full-time ILR'er and an Ithaca College junior, is working in the Mailing Room for the summer.

Agnes Sinniger, home ec teacher at Candor Central School, is working part-time on summer conferences in addition to taking summer school courses. She will enter the College of Home Economics as a graduate student in the fall.

Adrienne Smith, library circulation clerk, left ILR the last of June to spend the summer at her parents' home in Lake Placid. In the fall she plans on taking a job in Cleveland in the retail field. Adrienne has been at ILR for four years.

Mary Swartout has replaced Adrienne Smith as library circulation clerk.

Georgia Youngman, former secretary to Prof. Risley, has replaced Betty Williams as secretary for the Western District Extension office in Buffalo. Georgia and husband Stan recently moved to Buffalo.

PEOPLE ARE WONDERFUL

Prof. Edwin Harris spent two weeks in Detroit recently attending the Chrysler Conference for Economists.

Prof. Leonard Adams has been named ILR School representative on the State University Committee to study the impact of the St. Lawrence Seaway. Prof. Adams attended the first committee meeting in Albany July 12.

The Adams family are spending the next month on a vacation trip in the West.

Jiddie Tracy's daughter, Marie, was married July 30 in Anabel Taylor on campus to Bernard LaLone, Cornell Law graduate of Glens Falls, N.Y.

Most recent word from former Prof. Lynn Emerson, now working in Isreal, is that the Emersons have a comfortable ^{apt.} they find the weather very tolerable provided they stay out of the sun...his office is air-conditioned.. he has office space in the Ministry of Labour in Jerusalem, as well as in Tel Aviv...his contacts are varied including supervisors of the Ministry of Labour, professors from Technion, administrators and supervisors of OMT, and the office of the Prime Minister. He sends best regards to all the folks at ILR.

Dr. Temple Burling served as one of three consultants at Boston University's Special Industrial Training Seminar for 28 Western European visitors July 11-15.

Jean and Bill Reid of Buffalo are parents of a son, William Tower, born May 29; weight 8 lbs. 1 oz. Jean was formerly secretary to Prof. Robert Ferguson.

Prof. Earl Brooks is doing extensive consulting this summer for Moore Business Forms. Following a plane trip to Denton, Texas, the Brooks family drove to California, where they are living in Berkeley for the month of August. Prof. Brooks is doing further consulting at the Moore San Francisco office.

Jack Flagler is at ILR for the summer working on his master's degree. He is an instructor at St. Bonaventure University.

Doris and Jim Smith are parents of a son, Gregory Mark, born July 5 at the local hospital. Grog weighed 7 lbs. 7 oz. Doris plans to return to her position as Dean Catherwood's secretary sometime this month.

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Prof. John Windmuller and family have recently returned from a motor vacation to Canada.

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Two ILR staffers, Katherine Anderson of Human Relations and Almina Leach of Research, had offspring graduating from Ithaca High's June class.-- Almina a son, Alan, and Katherine, a daughter, Betty.

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At a June meeting of the State's Industrial Training Council in Schenectady, Prof. John Brophy, as a ITC past secretary-treasurer, was awarded a special plaque.

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Dottie Johnson of the Fiscal Office, and her family spent two weeks vacationing in Pennsylvania and Indianapolis, Ind.

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Prof. F. F. Foltman spoke on "Leadership and Management" in Buffalo July 27 at the annual meeting of the New York State Association of Police Chiefs.

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Prof. and Mrs. Robert Raimon are parents of an adopted son, Danny. Danny was seven days old when he arrived at the Raimon household.

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Prof. Alpheus Smith addressed the AFL State Convention in Buffalo July 18.

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Eleanor Fairbanks, her husband and two sons camped for two weeks recently at a cabin in Lower Enfield Park. Eleanor reported an active program of eating, hiking, and swimming, with housework at a minimum.

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Marie Hanks, recently of the ILR stenographic pool, is now living in Indianapolis where her husband is attending an army finance school.

Barbara and Bud Linder are parents of a son, Emil, born July 15 at the Tompkins County hospital. Emil weighed a little over 6 lbs. Barbara, now on maternity leave, is secretary to Profs. Clark and Windmuller.

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Prof. Don Cullen has moved his headquarters from the Research Office to the Jensen suite in Room 11.

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Bonnie Gavrill of the Administrative offices, with her husband, is vacationing for two weeks this month at Silver Lake, New York.

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Ann Dimock and Eleanor Goodman of Resident Instruction are spending ten days touring Canada and visiting the Shakespeare Festival at Stratford, Ontario.

Prof. James Campbell of Resident Instruction and his family are vacationing at Loon Lake in the Adirondacks. They also plan to visit relatives in Ohio.

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Fran and Bud Parsons are parents of daughter, Celia Anne, born June 1 in Arlington, Va. The Parsons have two other children; Jeanne age 5, and Allen, age 3. Bud, Ph.D. '50, was formerly on the ILR faculty. He is now with the Federal Civil Defense Administration in Washington, D. C.

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Leola Avery, former secretary to the Dean, and now living in Long Beach, Calif., reports that she has begun job-hunting, tho in a leisurely fashion. Her address is 424 Rosewell Ave., Long Beach.

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Carl Ladd of the Mailing Room is building (or having built) a new home just outside of Dryden. He and his family hope to move in by October first.

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Doris Stevenson, Alice Cook, Lee Eckert, and Eleanor Emerson plan to attend the Shakespearian festival at Stratford, Ontario this month.

AMERICAN AIRLINES PROGRAM BEGINS

An extensive business leadership course for American Airlines management personnel began last week on campus. The course is being given by ILR School.

Eleven groups of 20 members each will be enrolled in the course extending over this academic year. The 220 management executives slated to participate represent the largest number from one company to take part in a program of this kind conducted by the school. Each group will receive three weeks of instruction.

Personnel from the New York general office of the company, regional offices, local stations, and sales district will comprise the program's student body.

Prof. Ralph N. Campbell is director of the program. He has been relieved of his other school duties for this academic year. Franklin Porter, director of American Airlines' training and development division, serves as coordinator. He is being assisted by George Curtis, manager of the management development branch of the airlines.

According to Prof. Campbell, the course supplements training and development activities in the airline company, and is designed to help key members of management acquire a fuller understanding of business management and of human organization.

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NEW FACULTY APPOINTMENTS

Three visiting professors, as well as full-time assistant professors and visiting lecturers, have been added to the school's staff this fall.

Gabriel Alexander, formerly industrial umpire for General Motors-U.I.W., is visiting professor for the fall term. Mr. Alexander has recently taught part-time at University of Michigan and Wayne University Law School. He is a graduate of the University of Michigan and has a law degree from Michigan. He has served as arbitrator for General Motors and the Electrical Workers and was a former public panel chairman for the War Labor Board.

Scott Cutlip of the University of Wisconsin School of Journalism has been named visiting professor. He will teach courses in public relations and communications. He has a A.B. from Syracuse University School of Journalism and a Ph.M. from the U. of Wisconsin. He is co-author of "Effective Public Relations" and has had several years' background in newspaper and public relations work.

Matthew Radom is visiting professor for the academic year to work in the field of personnel administration. He is currently Employee Relations

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Advisor for Standard Oil Company (N.J.), where he has been employed since 1937. Prior to that he served nine years with the U. S. Navy. He is a graduate of the U. S. Naval Academy and has a M.A. in Personnel from New York University. During the past year he has taught at Columbia and Yale Universities. He is author of an *AMA* bulletin "How to Select Better Supervisors."

James Morris - assistant professor in the field of labor union history and administration. He was previously employed by the Central Intelligence Agency. A graduate of Hiram College, Prof. Morris received his M.A. and Ph.D. from the University of Michigan. He has done research on the history of Ford Motor Company, held teaching assistantships at Michigan and Hiram and has been employed by the Youngstown Sheet and Tube Company.

Alice Cook - assistant professor in the field of labor union history and administration. A graduate of Northwestern University, she attended the Academy of Labor, University of Frankfurt, Germany. She has had wide experience in worker education and served as consultant, Office of Labor Affairs, HICOG and as chief, Adult Education Section for the same office in Germany.

Ronald Donovan - assistant professor in the extension division. He has a B.A. from Cleveland College of Western Reserve and a M.A. from the University of Minnesota. He did graduate work at University of Pennsylvania, where he also did extension work. Most recently he was engaged in adult education work at University of Chicago.

J. Woodrow Sayre - assistant professor in extension. He will work mostly in extension and research with secondary schools. Sayre did his undergraduate work at State Teachers College, Fairmont, W. Va., and has a M.A. in sociology from University of Pittsburgh. For the past ten years he has taught at Clymer Central School, Chautauqua County, where he was chairman of social studies. This year his high school textbook "Problems of Democracy" was published by Lippincott.

Fred Slavick - assistant professor in the field of social security and protective labor legislation. He holds B.A. and M.A. degrees from the University of Wisconsin and the Ph.D. from Princeton.

Harrison Trice - assistant professor in personnel administration. He has a B.A. from Louisiana State and a M.A. and Ph.D. from University of Wisconsin. He comes to Cornell from the Wisconsin school where he has been an instructor.

Marvin Kogan - lecturer for the coming year in the field of economic and social statistics. He graduated with a B.A. from the University of Illinois and an A.M. from American University. Kogan has been a research associate in the school and has also been a teaching assistant in Cornell's College of Arts and Sciences.

Jacob Kaufman - half-time visiting lecturer to work in the Western District Extension Office. He has an A.B. from Brooklyn and the M.A. and Ph.D. degrees from Columbia.

Jerome Mayer - visiting lecturer to work in extension in the New York City area. He has a B.A. from Lehigh University and a L.L.B. from Columbia.

DEAN'S DAUGHTER INJURED IN FALL

Kate, younger daughter of Dean and Mrs. Catherwood, is recovering from injuries resulting from being thrown from her horse Sunday, September 18. She suffered two broken collar bones and a broken arm.

The program will be concerned with ways in which American Airlines management leaders can help achieve safety and service to the public, efficiency and cost control, and high morale and effective utilization among personnel.

Participants will devote the first week of each course to study of the basic functions of management. Effective supervision will be treated during the second week. Manpower selection, utilization, and development will provide the subject matter for the final week of each session.

Time during each week will be allotted for the careful exploration of organizational problems, case studies, and for the integration of theory and practice. ILR faculty participating in the first three-week program are Profs. Vernon Jensen, Frank Miller, Harlan Perrins, Matthew Radom, and Harrison Trice.

EDITOR-MANAGEMENT CONFERENCE TO BE HELD

ILR School, in cooperation with the American Association of Industrial Editors, will sponsor an invitational on-campus conference October 7 and 8 on "Industrial Communications Purposes, Responsibilities and Possibilities." To date, two-man teams (the editor and his top executive responsible for employee communication) from 17 companies have enrolled.

Purposes of the conference, according to Prof. Wayne Hodges, in charge of the program, are (a) to further management's critical awareness of its company publications' purposes and possibilities, and (b) to make editors increasingly aware of management's aims and of their obligations to further those aims. Since the conference will be for exchanging experiences, approaches and ideas, it will have no speakers or papers to be read.

Companies so far enrolled include Corning Glass, Crouse-Hinds, Eastman Kodak, Eli Lilly, G.L.R., General Foods, General Mills, Koppers, Loblaw, Nationwide Insurance, Ohio Oil, Revere Copper and Brass, Shell Oil, Socony Mobil Oil, Sperry Gyroscope, Union Carbide and Carbon, and Weirton Steel.

TRAINING CONFERENCE SET

The ninth annual conference for Training Directors will be held on campus October 11-13. Theme of the conference will be "Developing Scientific and Technical Abilities for Tomorrow."

Opening speech will be by Robert W. Cain, Chief, Scientific and Technical Personnel Section, Bureau of Labor Statistics. Clinic and panel session leaders include Thomas G. Cober, Department of Education of I.B.M., Alfred Eckert Jr., Linde-Aire Product Co., T. J. Donovan of Du Pont's Engineering Department; Watson W. Ebert, Personnel Manager, Bristol Laboratories, and Ruben Schlegelmilch, Rome Air Development Center.

Cecil Garland of Corning Glass will chair an audience poll Wednesday evening on What's Now and Successful in Industrial Training.

ILR faculty members Matthew Radom, Robert Ferguson, Robert Risley, Robert Raimon and William Whyte will participate in the program. Prof. John Brophy is conference chairman.

WHO SITS WHERE

Numerous changes and new assignments in office space have been made this semester. They are listed below:

Harrison Trice, Room 47; Marvin Kogan, Warren 320; James Morris, Room 26; Woodrow Sayre, Room 30; Ronald Donovan, Room 28; Scott Cutlip, Room 3; Gabriel Alexander, Room 20; Matthew Radom, Room 47; Alice Cook, Room 25; Donald Cullen, Room 11; Robert Risley, Room 8; Fred Slavick, Room 13.

ILR BEGINS BUSY FALL TERM

ILR opened its barracks' doors last week to admit 87 entering undergrads and 41 grad students - to make a total enrollment of about 364 students. Orientation for ILR undergrads and parents, including a tea; graduation orientation, and a graduate-faculty tea, followed in swift succession.

A new course, Arbitration in Labor and Management Relations (ILR 403) taught by Visiting Professor Gabriel Alexander has been added to the curriculum; another new course is ILR 561, Case Studies in Personnel Administration, taught by Prof. Robert Risley.

A graduate seminar with a new twist is Collective Bargaining, 601, which will investigate labor relations in the longshoring and related industries. Course instructor will be Prof. Vernon Jensen.

Other course changes are as follows: Prof. Brophy will teach Industrial Occupations and Processes (ILR 192); Visiting Professor Radom will teach Personnel Administration (260), as well as Personnel Administration (ILR 660); Visiting Professor Cutlip will teach Public Relations (490) and Written Communication (590); Prof. Alice Cook will teach Labor Union History (359);

Prof. James Morris will teach Labor Union History and Administration (550); Visiting Professor Alexander will teach Collective Bargaining-Labor Relations Law and Legislation (600); while Marvin Kogan will teach Economic and Social Statistics (510).

WATERFRONT RESEARCH PLANNED

Dean Catherwood has recently announced that a research study of waterfront labor relations in the Port of New York and its waterfront industry will get under way this month. Research will be headed by Prof. Vernon Jensen of the School, a recognized authority on industrial relations.

Scope of the study will be determined by material developed in its initial stages. It is hoped, according to Prof. Jensen, that various aspects of the problem can ultimately be studied, but for the present the study will concentrate on the labor market phase.

Dean Catherwood stressed that the research starting soon has no connection with the current waterfront dispute, which resulted in a three-day strike in August and a brief walkout earlier this month. The project was planned several months ago, as a result of an increasing interest by the school in the port that goes back to 1951. At that time the Dean headed a state inquiry board in a dock strike that paralyzed harbor activities for weeks.

Grad student Jack Leonard is assisting with the research project.

ED HARRIS GOES WITH CHRYSLER

Prof. Edwin Harris of Personnel Administration has joined the staff of Chrysler Corporation in Detroit. At the start, he will work as consultant to the five Chrysler divisions on the development of an executive appraisal system. He will also assist in developing an appraisal system for the top 200 Chrysler executives in setting up central records.

Prof. Harris, who came to ILR a year ago, previously served as personnel evaluation and selection psychologist at Maxwell Airforce Base. A graduate of Wayne University, he received his doctorate from Ohio State.

SABBATIC LEAVES

Four ILR faculty have been granted sabbatics for the academic year:

Prof. Isadore Blumen of Statistics Division, whose plans are not definite at this time.

Prof. Felician F. Foltman of Personnel Administration; he will serve as consultant to Shell Oil Company in New York City, working with Shell management on executive development training policy. The Foltman family will live in the New York area as soon as they find housing. They have rented their home to the Matthew Radoms.

Prof. Maurice Neufeld, beginning next month will go to Italy to continue his studies of the Italian labor movement and its relations to the pressing problems which face Italy. His headquarters will be in Rome. For the past few weeks, he has been in New York doing preparatory research. The Neufelds plan to leave New York City on October 27 on the S. S. Independence.

Prof. Oscar Ornati has been awarded a Fulbright grant for the academic year to lecture in labor economics at the University of Trieste, Italy. The Ornatiss, including two small daughters, will sail from New York Oct. 25 on the Italian liner Andrea Doria. They will disembark at Genoa and go from there to Trieste.

Four faculty members have returned from sabbatic leaves: Prof. Jesse Carpenter from a year spent in Sydney, Australia, where he did research on compulsory labor arbitration under a Fulbright grant; Prof. William Whyte, from a year's stay in Venezuela, where he directed a research project for the Creole Petroleum Company; Prof. Robert Aronson from a semester spent teaching at Ohio State University; and Prof. Philip McCarthy has returned from a 6-months' leave in Washington where he served as consultant to the Operations Research Office at Johns Hopkins University.

LIBERIAN PROJECT NEAR COMPLETION

Five Liberian lawyers are currently at ILR going over a new code of their country's laws which has been prepared at the University. The project is believed to be the only one of its kind in the world.

Project director is ILR's Prof. Milton R. Konvitz, an authority on American constitutional law. The undertaking is supported by the Liberian government and by the United States under its Point 4 program.

Three years of work have produced a 3,000-page code which systemizes all the laws Liberia has enacted since 1847 when it became a republic. After reviewing the code with Prof. Konvitz and his staff, the commission will return to Liberia to present it to President William V. S. Tubman and the Liberian legislature. If both approve, it will be published as the official body of statutes.

Chairman of the commission, appointed by President Tubman is Liberia's solicitor general, Momolu C. Cooper. Members are Joseph W. Garber, assistant attorney general, Rochefort L. Weeks, who received an LL.M. degree at Cornell in 1954, D. Bartholomew Cooper and Lawrence Morgan.

Four years ago President Tubman invited Prof. Konvitz to undertake this work and in the summer of 1952 he, with his family, made the 4,500-mile trip to Liberia.

Prof. Konvitz' staff consists of three lawyers - all with Cornell Law School degrees: Mrs. Mary A Beck, Mrs. Elizabeth Landis and Mrs. Margaret Rosenzweig.

NEW BULLETINS APPEAR

Three ILA publications have appeared recently:

Bibliography of Dispute Settlement by Third Parties by Prof. Vernon Jensen and Harold Ross, in which are listed nearly 2500 articles and publications. The bibliography, designed as a research tool for scholars in the field of labor relations, is the first comprehensive compilation of references dealing with five principal means of labor dispute settlement.

The Industrial Mobility of Labor as a Probability Process by Profs. P. J. McCarthy, Isadore Blumen, and Marvin Kogan, a study of labor mobility, is Volume VI in Cornell Studies in Industrial and Labor Relations. Primarily a theoretical statistical treatment designed to develop a probability model for labor mobility, the publication has used data of the Bureau of Old-Age and Survivors Insurance.

Labor Leader: 1860's by Reed Richardson, Ph.D '55, is the story of America's first national labor leader, William H. Sylvis. Sylvis' career from his poverty-stricken childhood to his death in 1869 while heading the National Labor Union, is sketched in the bulletin. Richardson describes Sylvis as "truly a pioneer...in the ever-growing idea of nationalization and centralization of the labor movement."

GRADUATE ASSISTANTSHIP ASSIGNMENTS

Professor
P. J. McCarthy

Milton Konvitz

Alpheus Smith
J. G. Miller
Arnold Tolles
Duncan MacIntyre
Gardner Clark
Scott Cutlip
Robert Ferguson
Alice Cook
Jesse Carpenter
Arnold Hanson
Rudolph Corvini
Vernon Jensen
John Brophy
Matthew Radom
Robert Raimon
Robert Risley
John McConnell
John Windmuller
Research

Graduate Assistant

John Maschman, Charlotte Rubashkin,
Homer Neilly, Joan Kiel
Frederick Bushhouse, David Singer, Seymour
Lehrer
George Hart, Patrick O'Connor
Ram Tarneja, Hans Panofsky
Ganesh Sinha
Lucille Cumins
Marian Stever
Betty Pudney
Charles Coleman
Sigmund Giambruno
Stanley Rasch
Robert Kelley
William Irving
Jack Leonard
Alfred Bella
Peter Fornal
Judith Zucker
Keith Collins
David Swindells
Gopal Rath, George Daniel
Ralph James

NEWS OF RECENT GRADUATES

Karl Mann, Ph.D. completed, is assistant professor at Duquesne University.
Hank Booth, his M.S. completed, has returned to General Electric as employee relations trainee in Schenectady.

Henry Landsberger, Ph.D. '54 and recent research associate, has returned to England. His plans are as yet uncertain. Pamela Haddy, with M.S. completed, has likewise returned to England.

Thayne Robson, his doctoral residence finished, is research assistant at Harvard, working on a research project directed by Prof. Sumner Slichter.

NEW STAFFERS

A record number of new IIR staffers have been hired during the past month:

Mrs. Carol Bartlett has joined Lily Newbury in the steno pool in the Quonset Hut. A native of St. Petersburg, Fla., she has lived in northern New York for the past few years while her husband, now a Veterinary College senior, attended St. Lawrence University. Carol has worked on campus in the Plant Science Building and at Home Economics.

Mrs. Lydia Dodge, hired to assist Betty Mathoney with conference work, is a native of New Bedford, Mass. and a graduate of the University of Vermont and of Hickox Business School in Boston. Last year she worked for the Education Testing Service in Princeton. Her husband is a Hotel student.

Mrs. Rosemary Dresser, a native of Valhalla, N.Y., is Prof. Eleanor Emerson's new secretary in the Extension Division. Her husband is a student in Business and Public Administration. Rosemary has worked for local 501, Electrician's Union in White Plains and part-time for an insurance company.

Elizabeth Edward, library clerk, lives in nearby Spencer and graduated from Spencer High. Last year she attended State Teachers College in Cortland. She hopes to resume her education later.

Mrs. Elaine Freeman, a native of Rochester, is secretary to Prof. Sayre of Extension. Her husband commutes to Virgil where he teaches music in the Central School. Elaine has worked at Morse Chain and in Rochester at Eastman's and for Neisner Brothers. The Freemans lived in Bloomington, Ind., where Elaine's husband attended the University of Indiana.

Wendy Harvey, a Britisher, has been hired to work temporarily in the library on Bernie Maas' project. Wendy, who is half through Bristol University, has previously worked in the Cornell Physics Department.

Mrs. Liz Knowlton, hometown, Elyria, Ohio, and a graduate of Mt. Holyoke, is working under the supervision of Prof. Ralph Campbell on the American Airline program. For the past five years Liz has worked at Harvard Business School where she helped grade papers for a course in Written Analysis of Case.

Liz Knox, an Ithacan and June graduate of Ithaca High, has replaced Mary Swartout in IIR's Labor-Management Documentation Center. Daughter of Roger Knox of folk dancing fame, Liz follows in her parents' footsteps, occasionally taking a hand at teaching this lore. Liz plans to enter college next year.

Mrs. Dorothy Lee, a West Virginian, has been hired to work in the Dean's Office. She attended Marshall College for a year and did secretarial work at Koyser, W. Va., where her husband attended college. Her husband is a graduate assistant in Geology.

Mrs. Ruth McAllister of Kingston, N.Y. has replaced Kay Anderson as secretary to Prof. Corvini in Resident Instruction. A Cornell Arts graduate in 1954, she worked last year in Cornell's Agricultural Economics Department. She has worked summers in Kingston, Boston and St. Louis.

Mrs. Dot Matthews, new graduate records clerk in Resident Instruction, was born in Tennessee, but has recently lived in Alexandria, Va. A graduate of William and Mary College with a fine arts major, she taught sixth grade last year in Hampton, Va. Dot's husband is doing graduate work in Vegetable Crops on the Ag campus.

Mrs. Barbara Proctor replaces Joan Plavnick as secretary to Prof. Robert Risley. Barbara, a Texan from Dallas, is mother of a 10-month boy. Her husband is working toward a master's in Cornell's School of Nutrition. Barbara attended North Texas State and has worked as a dental assistant and secretary.

Mrs. Anne Woodring, temporarily working on the American Airlines program, lives in Perry City. A graduate of Trumansburg High, she has worked for G.L.F. and served for a year as a WAC at Ft. Lee, Va.

PEOPLE ARE WONDERFUL

Librarian Gormly Miller, Kay Spinney and Grace Horton attended a meeting of the Western New York Chapter of Special Libraries Association at Tubbert's in Syracuse September 24.

Grace Horton of the library catalog unit is Bulletin editor for the coming year.

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Three ILR staffers - Dorothy Johnson of the Fiscal Office, Emogene Stanton, secretary to Librarian Gormly Miller, and Eleanor Matychak of the Audio-Visual office - spent a recent weekend in New York City as part of a Cornell secretarial and clerical tour. About 25 girls made the trip by bus.

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Among entering grad students is John Callis, B.S. '50. John was formerly account executive for Headley-Reed, radio and tv station representatives.

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Prof. Harlan Perrins is currently teaching an eight-session extension course in Syracuse for the Institute of Radio Engineers.

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Jake Seidenberg, Ph.D. '51, wants his friends to know of his forthcoming marriage this fall to Miss Mercet Murphy. Jake is Acting Executive Director of the President's Committee on Government Contract Compliance.

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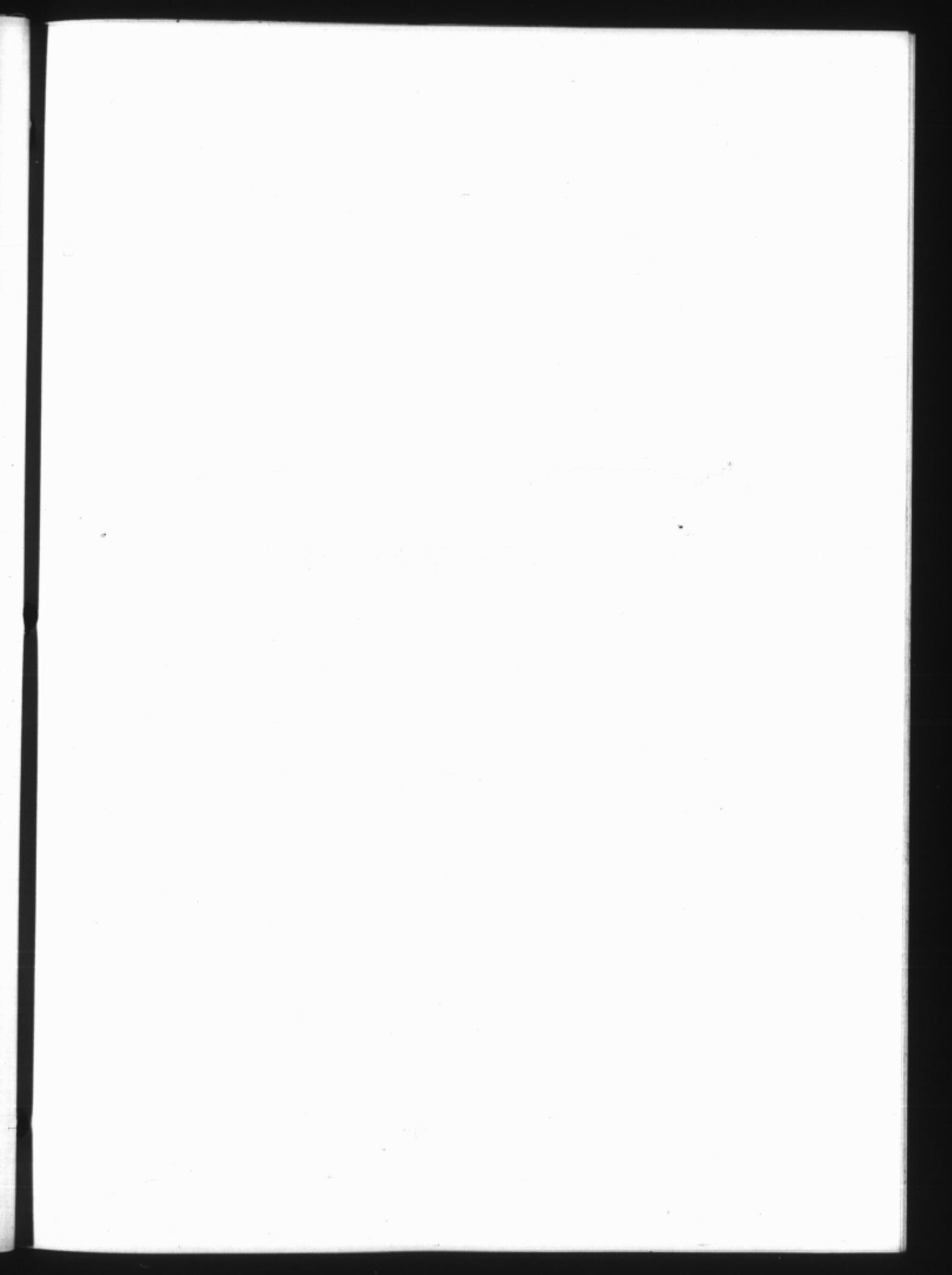
Mrs. Mary Evangelista of the Library catalog unit is an instructor in "the balanced seat" in Cornell's equitation program.

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A rash of home-building and home buying has hit ILR: The John Windmullers will soon move in a newly purchased home on Mitchell Street; the Frank Millers have moved into their newly built home on Texas Lane in Cayuga Heights; and Carl Ladd of the Mailing Room will soon be occupying his new home in Dryden.

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Ellen Basler DuFlocq, former ILR secretary, now living in New London, Conn., reports the arrival of a daughter, Sharon Marie, on August 20. Father Bob is a 1950 ILR graduate.



Grad student Jack Leonard, assistant to Prof. Jensen, is author of an article "NLRB Policy on the Employers' Duty to Supply Economic Data for Bargaining" in the June issue of Labor Law Journal.

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Prof. Robert Ferguson spoke on "The Impact of Automation" at the first fall meeting of the Capital District Personnel Association in Albany September 12.

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Dean M. P. Catherwood, Director of Research Leonard Adams, and Administrative Assistant Riley Morrison attended a meeting of the State Joint Legislative Committee on Industrial and Labor Conditions September 19-21 at Lake Placid.

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Mrs. Lily Ann Newbury of the steno pool has recently returned from visiting relatives in Boston.

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Dorothy Johnson of the Fiscal Office is currently enrolled in a shortland course given to Cornell staff by Frank Bliss of the Ithaca public schools.

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ILR is currently being given a coat of paint; some siding is also being replaced. Here's hoping the roof won't leak come the fall rains.

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Gemma Young, former ILR extensioner, has returned to her former job in Extension. She has been doing secretarial work in New York City.

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Tom Patten and Roger Walker, both ILR doctoral candidates, are in Washington, D. C. doing research for the President's Commission on Veterans Pensions. General Omar Bradley is commission chairman. Both students expect to return to ILR after the first of the year.

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A collection of essays by Prof. William Whyte and others, entitled Money and Motivation, and edited by Prof. Whyte was published this month by Harper and Brothers. Prof. Frank Miller and Fred Fuerstenberg, former post-doctoral exchange student, are among contributors to the volume.

WOMAN OF THE MONTH

Behind Mrs. Laura Keenahan's calm exterior lies a story of oriental high adventure which a spinner of tall tales would find difficult to duplicate.

Her life began peacefully enough as she grew up in New York City and in up-state Schenectady. After graduating from Mt. Holyoke with an economics major, Laura worked for seven years as a statistician for the State Department of Labor. One of her tasks was writing news releases for Frances Perkins, then State Industrial Commissioner. During her last year there, when the Department instituted unemployment insurance, Laura worked on the industrial classification end of it.

With her marriage to a Standard-Vacuum Oil marketing executive, the tempo of Laura's life quickened. The newly-weds, en route to Bangkok for assignment, were shipwrecked when the S.S. President Hoover ran aground on a coral reef in the Inland Sea between Japan and Manila. The passengers were removed in life boats and spent two days on a remote island, eventually arriving in Manila with only the clothes they were wearing. The young couple's three-year residence in Bangkok was luxurious by American standards. With a large company-owned home and grounds to maintain, Laura found herself with a complement of eleven servants of varying nationalities, including houseboys, coolies, chauffeurs, gardeners, laundresses, etc.

Daughter Luise, born in Bangkok, would be hard put to easily prove her birth - possessing a birth certificate written in Siamese.

The advent of World War II disrupted the Keenahan's gracious life. Laura and her infant daughter were sent home via the Cape of Good Hope - a 49-day voyage that Laura would like to forget: seasickness, unaccustomed care of a child, and separation for the first time from her husband. When war actually broke out, her husband, previously transferred by Standard-Vacuum to Canton, was taken prisoner, transferred to Portuguese East Africa, and finally exchanged on the S.S. Gripsholm.

A life of ease in far-off Bangkok seemed unreal to Laura, back in New York in a small apartment with a small daughter and a baby son John, born while his father was still a pw. After his exchange, Laura's husband, his health impaired, returned to the States, with headquarters in New York. He died four years later after a heart attack. Laura then resumed her career, this time with the Bureau of Labor Statistics, working on an employment survey. Not long after, attracted by advantages of a university town, she and the children moved to Ithaca, where she had good friends. Three years ago she started working part-time in ILR's research division. Since last year Laura has been undergraduate records clerk in the ILR Office of Resident Instruction.

Daughter Luise has begun her junior at Northfield School for Girls in Massachusetts; son John has entered Ithaca High.