



FOUR-WEEK AIRLINES PROGRAM UNDER WAY

RESEARCH FEATURES STUDY OF ALCOHOLISM

A program of four one-week sessions on Instructional Methods, beginning this week, is being offered for about 50 American Airlines management personnel who are to be assigned responsibility as instructors in a program of applied management training.

The program, with Prof. F. F. Foltman in charge, will be conducted throughout the American Airlines system as a follow-up to the Cornell business leadership course. The personnel attending the workshops are either past participants of the Cornell course or persons who will take the course during the five business leadership course sessions to be offered this fall.

The series of one-week sessions now being conducted is part of the work the School is undertaking under a separate grant from American Airlines to carry on research and to assist in the development and installation of the applied management training program for American Airlines.

Prof. F. F. Foltman will be working with American on this project on a part-time basis during the coming academic year.

The June, 1956 issue of ILR Research features findings of a study made by Prof. Harrison Trice entitled "Problem Drinker in Industry," a subject which is becoming increasingly recognized by industry today. Prof. Trice, who did graduate work at University of Wisconsin, has done considerable research in this field.

Within the past ten years, according to the author, industry has reversed its thinking regarding the employee with a drinking problem. Now such a person is looked upon as suffering from an illness.

Prof. Trice discusses the whole area of the problem drinker, including cost of such a person to industry, the research findings of Alcoholics Anonymous, etc., and concludes with this observation: "Until we develop some kind of consulting or counseling service which is available to smaller firms, as well as to the large firms, we cannot get at the heart of the problem."

Other articles in this issue of ILR Research include "Developing Effective Supervisors" by Prof. Robert Risley, "Some Recent Developments in Merit Rating" by graduate student Tom Patten, and "The Building and Construction Industry and the Taft-Hartley Act" by Paul B. Richards.

ILR Research is issued three times a year.

"For Our Information" is issued by the Public Relations Office, New York State School of Industrial and Labor Relations for faculty, staff, and students.
56-2645

INTERNATIONAL SECTION

Mrs. Jane Barclay of the Distribution Center, will leave Ithaca September 1 on the S.S. Constitution for Cairo, Egypt. Her husband, who has completed residence for a doctorate in Cornell's Department of Sociology and Anthropology, will teach at the American University, Cairo.

Miss Joan Murray, ILR '55, Research Associate, who has been carrying on retail store research for the School during the past year, will be married August 18 in New York City to Paul Scagnelli, M.S.'55. The couple will make their home in Saudi Arabia, where Paul works in Aramco's personnel department.

Mrs. Doris Smith, secretary to Dean Catherwood for the past year, will leave ILR and Ithaca the last of August. The Smiths, with year-old Greg, will return to their home in Oklahoma. Husband Bob, who is completing a doctorate at Cornell, will proceed to Hawaii where he will teach plant genetics at the University. Doris and Greg will follow in the fall. Doris is a '55 graduate of Cornell's College of Home Economics.

TEN YEARS AT ILR

ILR Professor and Librarian J. Gormly Miller recently became the most decorated man in ILR on the occasion of his tenth anniversary with the School. His staff presented him with an appropriate medal and scroll.

This bit of information prompted the editor to check the School's personnel records to discover which other ILR staffers will have completed a decade of service for ILR by the end of the year. We came up with this list:

Bob Ferguson, Jack Brophy, Elie Goodman Corvini, Eleanor Emerson, Lois Gray, Arnold Hanson, Milton Konvitz, Vernon Jensen, Jack McConnell, Jean McKelvey, Bernie Naas, Maurice Neufeld, Ed Sheldon, Al Smith, Doris Stevenson.

JULY REVIEW PUBLISHED

The Summer issue of Industrial and Labor Relations Review contains several articles, among them "Dimensions of Union Growth, 1900-1950" by Benjamin Solomon. Dr. Solomon writes that the conflicts of dual unionism have hindered growth of organization in a number of white collar fields. In a recent survey of union membership in the twentieth century, principal attention is paid to white-collar component of the labor force. The survey finds that white collar jobs have been increasing at a much more rapid rate than have manual jobs.

Other articles include "Industrial Training in the Soviet Union" by Walter Galenson, "Potential Monopsony in Labor Markets" by Martin Bronfenbrenner, and "Regional Labor Agreements in the Construction Industry" by Kenneth McCaffree.

ILR Professors William F. Whyte and Temple Burling contributed book reviews.

CULLEN DOES SEAWAY RESEARCH

Prof. Donald Cullen, under a School research grant, is studying various labor relations aspects of the St. Lawrence Seaway and Power project. This study involves interviewing union contractors, government officials and others on factors which influence negotiation of contracts on a project of this size, how the contracts are administered, and the impact of the project on local wages and labor supply.

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INDUSTRIAL AND LABOR RELATIONS
CORNELL UNIVERSITY

SUMMER SESSION IN LAST WEEK

Mid-summer finds Cornell's summer session in its last week. ILR's summer offerings are in two parts: Industrial and Labor Relations with six courses, and Industrial Education with five courses.

ILR faculty teaching the half-dozen courses are Robert Ferguson (Survey of Industrial and Labor Relations), Frank Miller (Human Relations), James Morris (Labor Union History and Administration), Robert Raimon (Economics of the Labor Market), Robert Risley (Personnel Administration) and John Windmuller (Collective Bargaining Today).

In addition to ILR Prof. John Brophy, two teachers from outside Cornell are giving Industrial Education courses: William Schott, Supervisor of Trade and Industries in charge of Teacher Training, State of Delaware, and Philip Martin, President of Westchester Community College.

Industrial Education course offerings are: Seminar in Current Problems in Industrial and Technical Education (Brophy); Discussion Leadership in Education and Industry (Brophy); The Theory and Structure of Industrial and Technical Education (Schott); and Workshop: Development of Instructional Materials for Community Colleges and Institutes (Martin).

VITA HOLDS SUMMER MEETINGS

An innovation of the organization VITA (Vocational, Industrial Arts and Technical Association) this summer was a Watermelon Felons party held July 25 in the School's Quonset Hut for VITA members and ILRers.

Summer program, according to Prof. John Brophy, VITA adviser, included four meetings with the following speakers: William Fenninger, Chief, Bureau of Trade and Technical Education; Nelson Murbach, Chief, Bureau Occupational Extension and Industrial Service; Roy Fales, Chief, Bureau of Industrial Arts Education; and Joseph Strobel, Assistant Commissioner for Instructional Services (Vocational Education)--all of the State Education Department.

The wind-up dinner, held August 3 at the Clinton House, featured Prof. A. L. Winsor, Director of the Cornell School of Education, speaking on "Some Observations on Industrial Education in Asia."

SUMMER ASSISTANTSHIPS

Summer assistantships have been granted to the following graduate students:

Rachel Alvarez, Library; Fred Bushouse, Extension; John Callis, Extension; Keith Collins, Prof. Risley; Ralph James, Prof. Tolles; Seymour Lehrer, Extension; Norman Rushforth, Prof. Brophy; Ronald Saldanha, Prof. Risley; David Singer, Prof. Raimon; Ganesh Sinha, Prof. Tolles; Marian Stever, Prof. Tolles; Tom Patton, Prof. Whyte; Ram Tarneja, Library; Roger Walker, Prof. McConnell.

ILR SUMMER CONFERENCES WIND UP

The last in the series of on-campus conferences for labor and management are being held this week: United Steelworkers of America are holding a week-long session, and a one-week seminar, In Plant Communications, is being led by Wayne Hodges.

REVIEW REPRINTS PUBLISHED

Two reprints in the School series, Nos. 44 and 45 (both from the April, 1956 Review) were issued recently: "Structure and Government of the AFL-CIO" by Prof. Maurice F. Neufeld, and "Foreign Affairs and the AFL-CIO" by Prof. John J. Windmuller.

PERSONNEL CHANGES

Mrs. Isabelle Thomas, an Ithacan, is replacing Doris Smith as the Dean's secretary. For many years Mrs. Thomas has been secretary to Prof. Rasmussen in Cornell's Department of Agricultural Economics. She is a graduate of Williams Business School and attended Cornell's College of Home Economics. Her husband is assistant manager of the Cornell Laundry. The Thomas', who live in Forest Home, have an 11-year-old son.

Mrs. Bernice Oltz has taken over the job formerly held by Dottie Lee as assistant secretary to the Dean and Prof. Risley.

Mrs. Dorothy Scott, a graduate of Trumansburg High and of Ithaca College's two-year business course, has replaced Rosemary Saltsman as secretary in the Social Security Office. She is working for Profs. McConnell and MacIntyre. Her husband works for the Trumansburg Telephone Company.

Mary Campagna, an Ithacan, is replacing Mrs. DeAngelis as secretary to Profs. Morris and Raimon. Mary is a June graduate of Ithaca High.

Juanita Robbs of Berkshire is working as library clerk in place of Liz Knox. Until last November she lived in Dupree, North Dakota. She is a June graduate of Berkshire High School.

Another newcomer to the library is Ethel Leach, a native of Moosehead, Maine. Ethel is a Home Ec graduate of Purdue where she also worked in the library. Her husband is a Ph.D. candidate in Poultry Nutrition at Cornell.

Donna Loomis, a new staff member in the Distribution Center, has replaced Jane Barclay. Donna's home is in Ithaca. She is a June graduate of Ithaca High.

Dottie Johnson of Extension is pinchhitting for Jane Webb of the Fiscal Office until the beginning of the fall term.

Agnes Sinninger, who worked on conferences last summer, is assisting Prof. Foltman with the American Airlines program this month. She will start teaching home economics at Ithaca High next month.

Rae DeAngelis has replaced Martha Bezner as secretary in the Research Office; she was formerly secretary to Profs. Raimon and Morris.

Connie Rotunno, with a desk in Room 47, is secretary to Profs. Foltman and Slavick. Connie is a June graduate of Ithaca High.

Anna DiRusso, also a this year's Ithaca High graduate, is spending the summer pinchhitting for Barbara Linder as secretary to Prof. Windmuller.

SU BUSINESS OFFICERS MEET

The State colleges at Cornell will play host August 8-10 to the annual meeting of the State University Business Officers Association. The group of about 60 will meet in the College of Home Economics. A highlight of the program will be a dinner meeting August 9 to be held at Taughannock Farms Inn.

ILR's administrative assistant John Paterson is working on meeting arrangements, with special responsibility for registration. Prof. Robert Risley will speak to the group on "Personnel Administration."

BUSINESS WEEK WRITER AT ILR

Bob Reichenbach, MS'54, on the labor editorial staff of Business Week, visited the School last month to write a story on the union conference on Educational Methods. Bob was accompanied by a photographer.

PEOPLE ARE WONDERFUL

After an absence of two months, Lily Ann Newbury of the stenographic pool has returned to work part-time. Lily broke her ankle in front of the school.

Doris Stevenson of the Fiscal Office is back with us after a two-week absence. She had an emergency appendectomy.

Mrs. Dottie Matthews of Resident Instruction left last week-end for a three-week vacation in Cocoa, Fla. and Washington, D.C. She and husband Dick visited his parents in Florida.

The Temple Burlings are vacationing at Lake Matinenda, Ontario, Canada during August.

Prof. James Campbell of Resident Instruction plans to take most of the month of August off. His office staff has been re-inforced by the return from Aruba of Prof. Arnold Hanson.

Ann Woodring returned to work July 20 after a three-week bout with pleurisy and pneumonia.

Mrs. Eleanor Matychak of Audio-Visual Lab has returned to ILR after a serious outbreak of poison ivy.

Dick Sures, MSILR '56, formerly with Canadian Oil Companies, is now special assistant to Director of Industrial Relations of Hinds and Dauch Paper Company, Toronto.

ILR's two Barbaras--Breckenridge and Cleveland--spent an over-the-fourth vacation with former Sally Gilbert Hamilton in Long Branch, N.J. "Butch" also recently spent a week vacationing in the Adirondacks.

Alice Cook, Leone Eckert, Eleanor Emerson, and Doris Stevenson of the ILR staff spent three days early in July getting their fill of Shakespeare at Stratford, Ont.

Ardis Bowers of Distribution Center is spending two weeks this month vacationing at her family's summer home in Windham, N.H.

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Graduate student John Callis recently taught a course in supervisory training in the Alma, N.C. Daystrom Company plant. Callis conducted this course for a private consulting firm.

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Anne Dimock of Resident Instruction, on vacation the second week in July, attended a conference of Business and Professional Women in Montreal.

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Martha Bezner, Research Office secretary, left the School July 20 to become a full-time mother and homemaker. The Bezners expect their second child soon. Husband Jerry is a Veterinary senior.

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First public hearings of the State Minimum Wage Board for the Cleaning and Dyeing industries (of which Prof. Arnold Tolles is a member) were held July 10 in New York City. Further hearings will be held in Buffalo, Syracuse, and Albany the week of August 20.

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Prof. Milton Konvitz taught a short course at the Jewish Theological Seminary last month. He offered five hours of lectures on How Law Changes at the Post Graduate Summer Session for Rabbis who are graduates of the Seminary. Between 40 and 50 rabbis registered for the course.

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Dottie Johnson and family of Extension Division (and the Fiscal Office) have recently moved into their new ranch-type home on Warren Road. Husband Marty is an engineer with General Electric.

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Don Tompkins of Materi ' Lab spent a few days last month fishing at Eagle Point State camp site at Scroon Lake. Don returned with a beard.

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Irene and Dallas Jones (Ph.D.'55) are moving from Colorado to Michigan where Dallas will joint the faculty of University of Michigan's School of Business. Irene is a former ILR secretary. The Jones tentatively plan to visit ILR late this month.

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Prof. Ralph Campbell has been named to a special committee of the State University. Committee members with plan the State University's role in community service.

Prof. John Brophy was guest speaker at the Apprenticeship Dinner and Award program July 18 at Scintilla Division, Bendix Aviation, Sidney, N.Y.

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Joyce Wright of Resident Instruction spent a two-week vacation last month at a Cayuga Lake cottage at Poplar Beach.

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Gordon Voss, professor of industrial education at University of Minnesota, and his family are in Ithaca for the summer. Voss is on the last stretches of a doctoral degree.

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Rose Marie and Don Dresser are parents of a son, Thomas Allen, born June 25; weight 9 lbs. 2 oz. Rose Marie was a former Extension secretary.

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Prof. Robert Risley will speak on "Policies and Practices in Retailing" Sept. 25 at the 24th annual meeting of the New York State Council of Retail Merchants Council at Grossinger, N.Y.

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Summer visitors at ILR include Mrs. Joan Schmidt, former ILR mailroom clerk, from California. The Schmidts are in process of moving to Boston. Also from the West Coast was Mrs. Helen Schaeffer Simpson and 5-month-old Virginia. Helen was a Statistics Division secretary. Ann and Vince Macaluso, MSILR '51 from White Plains spent a day in Ithaca. Ann was an ILR secretary. Hal Oaklander, Jim Johnson and Bill Gray, all alumni, also stopped by.

Former ILR professor Ken Beach, now with Aramco in Saudi Arabia, and Mrs. Beach spent a few weeks in Ithaca with their daughter, Sally Lou Seaney. The Beaches recently became grandparents. On their "long" vacation, they will have made a trip around the world upon their return to headquarters. While traveling they saw the Neufelds in Rome; former student Radha Das in India, Kawabuchi in Japan, and former secretary Ann Kingston and husband in Ethiopia.

CONFERENCE REPORTERS COME AND GO

Dave Morrison, who has been working part-time for three years as writer and editor of conference reports, has joined the Public Relations Department of Du Pont in Wilmington, Del.

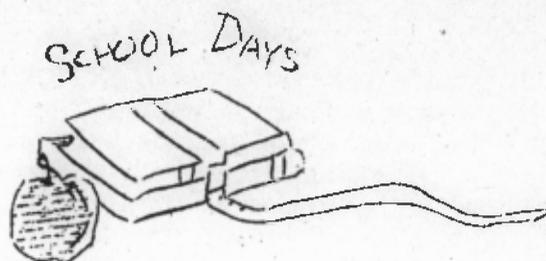
Remaining on School conference reporting assignment are Tony Caputi (during the regular year an instructor in the English Department) and Mrs. Jane Cantlay, who will work full-time. Jane is the recent bride of ILR senior John Cantlay. A graduate of Barnard College and a native of New York City, Jane did secretarial work at American Association of Ad Agencies and was a copywriter for New York Life Insurance Company.

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WANT A PUP?

Harlan Perrins of Extension would like to find good homes for four collie-type pups-- two males and four females. John Paterson has already spoken for one.

56-2645



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305 UNDERGRADS;
66 GRADS AT ILR

In spite of the handicap of piles of dirt and nearby construction of three new buildings, ILR opened its doors for business on schedule. A total of 305 undergraduate and 66 graduate students was admitted. There are 86 entering freshmen and 36 entering graduate students. Freshmen orientation, parent orientation, faculty-student tea, the fall convocation--all came off as planned.

At the ILR Fall Convocation held Wednesday, September 19 in Phillips Hall auditorium, Dean Catherwood announced that architects are currently working on preliminary plans for the School's eventual quarters at the present site of the Veterinary College. The Dean admitted that guessing as to the date of actual completion was hazardous in view of possible delays that can take place in any of the remaining stages: approval of final detailed plans, advertising and letting of bids, etc., etc. Earlier he had told parents of entering freshmen that he expected that their sons and daughters would graduate from the new building, but hoped for a three year or even shorter wait.

"For Our Information" is issued by the New York State School of Industrial and Labor Relations for faculty, staff and students. 56-2928

SEVERAL NEW
FACULTY APPOINTMENTS

Following is the roster of new ILR faculty appointments, both permanent and temporary:

Emil A. Mesics is visiting professor in Personnel Administration. For the past five years he has been personnel director, RCA, International Division. He has also held training positions at Otis Elevator Company, and R. H. Macy and Co. He is a graduate of New York University and has an M.A. from Bucknell and Ph.D. from Muhlenberg.

Albert A. Martin, personnel director for Automatic Voting Machine Corp., Jamestown, is a visiting lecturer in personnel. He is working mostly on special programs. Mr. Martin graduated from Nazarene College, Wollaston, Mass. He holds S.T.B. and Ph.D. degrees from Harvard. He was once employed by Swift and Company.

Merle G. Hale, former director of salaried personnel activity at General Motors, is visiting lecturer in personnel administration on a part-time basis. He is a graduate of University of Wisconsin.

John F. Little is half-time visiting lecturer in the Metropolitan District Extension office. He graduated from Montclair State Teachers College and has done graduate work at New York University. He was formerly training specialist for the Port of New York Authority.

(more)

John Brittain is assistant professor in Statistics. He did undergraduate work at Knox College and has a Ph.D. from University of California. Before coming to ILR he studied at the London School of Economics and was part-time mathematics instructor for the University of Maryland's overseas program. He has taught economics at Mexico City College. At ILR he is teaching two statistics courses.

Donald P. Dietrich is placement counselor in the Office of Resident Instruction. He has a B.A. from University of Wisconsin and an M.A. in English from Cornell. He has completed residence and course work for a Ph.D. in English, also at Cornell. For the past five years Dietrich has been employment interviewer for the Division of Employment, State Department of Labor, in Ithaca.

William A. Toomey, Jr. is assistant field representative in the Western District Extension office. He graduated from Siena College and received an LLB degree from Albany Law School. He previously was employment supervisor for Bendix Aviation.

Keith Collins is instructor in Personnel Administration for the fall term. He is teaching two courses in Personnel. Collins, an Australian, is on leave from the Vacuum Oil Company Pty. Ltd., where he is training officer.

Mrs. Ann Holman Wolf, MS'55, is research associate, at present working under Prof. Adams. Ann, who formerly did industrial relations work for the Air Line Pilots Association, was most recently field representative for the Kansas Department of Labor. Her husband is a student in Business and Public Administration.

NEW LIBRARY STAFF

Two new appointments have been made to the ILR library staff:

Curtis W. Stucki, reference librarian, and Martin Horowitz, visiting librarian (for six months).

Mr. Stucki just completed an M.A. degree in library science at the University of Illinois. He did undergraduate work at Cornell College, Iowa, and has an M.A. from University of Oregon. Stucki was an education specialist in the U.S. Army. He has responsibility for circulation and reference in the ILR library and will be in charge of Readers' Service.

Mr. Horowitz has just returned from a year's study in Germany on a Fulbright scholarship. He was making a study of the history of German trade unionism. He has a B.A. from Wayne University, and has completed course work for a doctorate at University of California, Los Angeles. He spent a year at Princeton University's Industrial Relations Section, where he edited "Selected References."

Mrs. Greta Fuller, recent ILR graduate, resigned as circulation librarian earlier this month. Her husband Louis, an ILR alumnus, has entered the U.S. Army.

Miss Caroline Barrera, a graduate student, will work part-time as assistant catalog librarian.

JOINT LEGISLATIVE COMMITTEE TO MEET

The Joint Legislative Committee on Industrial and Labor Conditions will meet with ILR faculty on campus October 1 and 2.

ILR FACULTY NAMED TO CORNELL POSTS

Two ILR faculty members have been appointed to important Cornell positions. Prof. Ralph Campbell, who heads up ILR's Industrial Education unit, has been named director of the University's Summer Session; Prof. William F. Whyte of Human Relations staff at ILR, is the new director of Cornell's Social Science Research Center.

Prof. Campbell, until last spring, was director of extension at ILR since he came to the School in 1948. He is currently serving as program director for the American Airlines business leadership course. He is a member of the national panel of labor arbitrators of the American Arbitration Association and the Federal Mediation Service, and chairman of the board of the Inter-University Committee on Labor Education. Within the past few years he has served as chairman of the Industrial and Labor Relations Committee of the National University Extension Association and the National Committee on Study Grants of the Fund for Adult Education.

Prof. Whyte's first book, "Street Corner Society," has become a classic in its field. He also wrote "Human Relations in the Restaurant Industry," "Pattern for Industrial Peace" and "Money and Motivation." He spent 1954-55 in Venezuela with the Creole Petroleum Corporation, directing research on the development of Venezuelan employees for management positions, and on problems of community relations. This year Prof. Whyte was named editor of Human Organization, the journal of the Society for Applied Anthropology. At University of Chicago, prior to coming to Cornell, he was executive secretary of the university's Committee on Human Relations in Industry.

Henry Landsberger, who received a Ph.D. in 1954 from ILR, will be assistant director of the center and an assistant professor in the School of Industrial and Labor Relations. He will teach a course in human relations.

SAFETY PROGRAM TO BEGIN

A seven-week program (four weeks on campus and three weeks off) for State Department of Labor factory inspectors will begin October 1. It is, in general, a continuation of the program which started last spring. Prof. Ronald Donovan of Extension will be in charge. Approximately 20 inspectors will participate in the program. The object, in line with the Governor's new emphasis on safety within the state, will be to re-train personnel to help in establishing a real accident prevention program. A number of outside speakers, as well as ILR faculty, will participate in the sessions.

FIRST INDUSTRIAL RELATIONS SEMINAR TO BE HELD

Cornell University and ILR will offer for the first time a three-week Industrial Relations Seminar beginning October 28. Similar in nature to the Human Relations in Administration "short course", this new program will consist of concentrated study of employee and labor relations problems and practices. Participants, limited to 20, will be labor relations or personnel department staff and line personnel with major responsibility in industrial relations areas.

Former "short courses" have attracted persons who specialize in labor and employee relations. It is in response to need of industrial relations specialists that this Industrial Relations Seminar is being offered.

All sessions of the program will be held at Statler. Prof. Vernon Jensen is program director. Well-known practitioners of industrial relations and Cornell faculty will help with the course.

OCTOBER IS BUSY CONFERENCE MONTH

The fall program of on-campus ILR conferences gets off to a flying start October 3-4 with a two-day conference for about 35 hospital administrators and directors of nursing. The conference is being held in cooperation with the Central New York Regional Hospital Council. Speakers will include Prof. William J. McEwen of the Sloan Institute of Hospital Administration and of Cornell's B&PA School, and ILR professors Ralph Campbell, Harlan Perrins, F. F. Foltman, Harry Trice and Robert Risley (also conference director). A feature of the program will be a Case Study in Disaster Planning by staff members of St. Joseph's Hospital, Syracuse.

Next on the agenda of short programs is a three-day management conference for the New York State Liquefied Petroleum Gas Association, the first meeting at Cornell for this group. The program, planned with the Association's education committee, is designed to bring to the 30 members an opportunity to explore problems faced by managers.

Problems of Small Business Finance and Cost Accounting and Record Maintenance of Small Businesses will be discussed by Prof. J. Paul Graham, Head Retail Business Management, Mohawk Valley Technical Institute. Mr. W. D. Cook of the Suburban Propane Gas Corp., will speak on industrial relations. ILR professors Alpheus Smith, Robert Risley, Wayne Hodges, and Keith Collins will also appear on the program.

"Mutual Concerns of Training Directors and Their Managements" is the theme of the tenth annual Conference Training Directors to be held on-campus October 23-25. Unlike previous conferences, this conference is emphasizing a team attack on training problems. Each team should consist of a training man and an interested member of his management. This arrangement should provide more opportunity for discussion in the workshop groups. Further details of the conference will be forthcoming in the next issue of FOI.

AMERICAN AIRLINES PROGRAM RESUMES

After a three-month summer break, the business leadership course for American Airlines management personnel has resumed. From mid-September until the end of January five groups of 22 members will be enrolled in the on-campus course which started in September, 1955. Each group will receive three weeks of instruction. Personnel from the New York general office, regional offices, local stations, and sales districts will comprise the program's student body.

Prof. Ralph Campbell is program director. Franklin Porter, director of American Airlines training and development division, continues to serve as program coordinator. Profs. Jensen, Foltman, Frank Miller, Perrins, Risley, and Smith of the ILR faculty will participate in the program, which 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.

SABBATICS AND LEAVES OF ABSENCE

Profs. Isador Blumen, Gardner Clark, Felician Foltman and Arnold Hanson have returned from sabbatic leaves--Prof. Blumen from a year of study in Ithaca; Prof. Clark from a year's research in Italy; Prof. Foltman from a study of personnel practices at Shell Oil Company; and Prof. Hanson from a study of human relations problems at the Lago Oil and Transport Company in Aruba.

Prof. Maurice Neufeld's leave of absence for research in Italy has been extended for one year; Prof. Oscar Ornati has returned from a year's leave at the University of Trieste.

DR. BURLING GOES ABROAD

Dr. Temple Burling of the Human Relations Division, with his wife and daughter, sailed Sept. 17 on the S.S. Maasdam for England...and Europe. Dr. Burling will spend the academic year visiting psychiatric centers in western Europe. His first stop is London where he plans to visit the Tavistock Institute. The Burlings will probably make their headquarters in Amsterdam, where they are relying on former grad student Ida Siccama to help them find housing. Mrs. Burling, who grew up in Turkey, plans to visit there also. The Burlings hope to call upon Moustafa Abdel-Wahab in Cairo. Their elder son Jim, now in India, plans to spend Christmas with them.

NEW LABOR UNION LISTING PUBLISHED

ILR School has just issued a new publication "American Labor Union Periodicals: A Guide to Their Location." Authors are Bernard Naas, Assistant Librarian, and Carmolita Sakr, Junior Librarian. The listing, sponsored by the Committee of University Industrial Relations Librarians, contains over 1,700 current and non-current labor union periodicals of the United States and Canada. It provides a key to the library resources of 18 industrial relations libraries.

To increase its usefulness, the guide is separated into two parts. Part I includes periodicals of the federations, national and international unions and their locals. Part II lists the publications of regional organizations by state and then by city.

"American Labor Union Periodicals" should provide much needed information for labor organizations, industrial concerns, and researchers in the field of industrial relations.

NEW BULLETIN ISSUED

The School has just issued Bulletin #35, "The Economic Test in Latin America" by Theodore W. Schultz. This publication contains the series of Sidney Hillman lectures given by Prof. Schultz, chairman of the Department of Economics at the University of Chicago, last spring. Because of the importance of the lectures to the theory of economic development and to ongoing as well as contemplated development programs in Latin America and other parts of the world, it was decided to make the lectures available to a larger audience.

Reprint #46 in the School series is titled "Engineers and Workers: A Case Study." The author is Prof. William F. Whyte. The article is reprinted from Human Organization, Vol. 14, No. 4.

ILRERS PARTICIPATE IN GOVERNOR'S SAFETY CONFERENCE

Dean Catherwood has been named to the Governor's 52-member Committee on Industrial Safety, which is slated to meet for the second time on September 27 and 28 in Albany. Brig. Gen. David Sarnoff, board chairman at RCA, is committee chairman. Aim of the committee is to gain wide support for a state-wide safety program to help reduce the number of on-the-job accidents.

Dean Catherwood will preside at the Friday morning general session in Albany and Prof. Ralph Campbell, as member of a panel concerned with safety from the community viewpoint, will speak Thursday, Sept. 27 on "Training the Professional Man."

Profs. Ronald Donovan and Robert Risley will attend the meeting.

PROF. MCCONNELL NAMED TO WAGE BOARD

Prof. John McConnell has been appointed public member of a Labor Department committee assigned to recommend minimum hourly wage rates for Puerto Rican industries.

OFF-CAMPUS PROGRAMS HELD

Prof. Ralph Campbell will conduct a series of management conferences for the Todd Company in Rochester beginning October 3. The first will be an eight-session program for the president and top management; following which will be two 12-session meetings for Todd Company foremen.

Prof. Alpheus Smith of Extension and Prof. Ralph Campbell of Industrial Education will hold a series of four sessions for the president and executives of the New Haven Railroad next month. Each will conduct two sessions.

A management development extension program will begin shortly for all supervisory personnel of the International Salt Company at the Watkins Glen and Myers plants. The course, to be carried on by Keith Collins of Personnel, will cover a nine-month period. About 20 sessions will be conducted with each plant.

Prof. Harlan Perrins of Extension is in process of teaching a course in "Human Aspects of Engineering Management" for the Syracuse section, Institute of Radio Engineers.

AWARDS GRANTED TO STUDENTS

Four ILR undergraduate students received scholarship awards at the School's annual fall convocation on Sept. 19.

The Borden Industrial and Labor Relations Scholarship Award, a cash prize of \$300, was presented to James Belasco of the Bronx, for having achieved the highest class average grade over the past four semesters.

Two cash awards of \$500 each, based on scholastic achievement, were presented by the Kennecott Copper Co. to seniors Layton King (Montoursville, Pa.) and Gerald Dorf of Brooklyn.

Incoming freshman Charles Levenstein of Laurelton was announced as winner of the annual Father William J. Kelley Scholarship, carrying a grant of \$1200 a year for a four-year period and established by Local 3, International Brotherhood of Electrical Workers.

Two '56 ILR graduates, Carole Rapp and Estelle Dinerstein, were winners of the Daniel Alpern Prize. The award, based on scholarship and leadership, consists of the Daniel Alpern medal and one hundred dollars.

TWO ILRERS HONORED BY CORNELL

Two ILR staffers, Anna Lane and Isabelle Thomas, were among the 150 Cornell employees honored at the first annual service award dinner August 29 at Willard Straight Hall. The dinner, in recognition of the University's long service employees, was presided over by Controller A. H. Peterson. President Malott present the service awards.

Anna Lane, secretary to Prof. Konvitz, received a 30-year service pin. Isabelle Thomas, the Dean's new secretary, received a 25-year award. Anna has worked for ILR since 1948; prior to that, she worked on the Ag campus, at the Department of Animal Husbandry as well as the College of Home Economics. Isabelle formerly worked for the Department of Agricultural Economics.

JAKE SEIDENBERG MENTIONED IN READERS DIGEST

Jake Seidenberg, Ph.D. '51, is quoted in an article, "Eisenhower's Program for Economic Equality," in the September, 1956 issue of Readers Digest. Author is Hodding Carter, editor of the Greenville, Miss. Delta Democrat-Times. Jake, who is executive director of the President's Committee on Government Contacts, is quoted as saying, "Every government contract is a voluntary agreement--no one is forced to sign. But if a contractor signs such an agreement, he must live up to its provisions. If he does not a civil suit for breach of contract is the penalty. So far, we have never had a suit."

PERSONNEL CHANGES

Kenneth Holford, ILR mail clerk, has resigned to take a job at Morse Chain Company. He will work in stock control.

Mrs. Hedy Latimer is new secretary to Profs. R. Campbell and Brophy. A New Yorker, Hedy worked as secretary at the New York Zoological Society (Bronx Zoo). Her husband is a second year Veterinary student.

Mrs. Barbara Taylor is a newcomer in the library's circulation department. She attended Cazenovia Junior College and stayed on for two years to teach nursery school there. The following two years she spent in Ft. Worth, Texas working for an oil company. Barbara and her husband, a B&PA student, are advisers in a Cornell freshman dorm, with an apartment provided.

Mrs. Ruby de Mente, a native of Shreveport, La., has replaced Alma Coles as IBM supervisor in Warren Hall. She formerly was tabulation project planner at Bardsdale Air Force Base. Ruby's husband is a graduate student in Cornell's Department of Agronomy.

Mrs. Iva St. John has replaced Joanne Testut as catalog clerk. Joanne has moved into the spot formerly held by Peg Yengo. Iva, who hails from Deposit, has worked for General Electric Credit in Binghamton and briefly in Texas while her husband was stationed at Ft. Bliss.

Mrs. Laura Holmberg, whose husband is on the Department of Sociology and Anthropology faculty at Cornell, is working part-time with Prof. Whyte on Human Organization. She is housed in the Quonset Hut. Mrs. Holmberg is a graduate of the University of California.

PEOPLE ARE WONDERFUL

Graduate student Joan Kiel was married August 31 in New York City to Bob Finder, ILR senior. Both plan to finish their schooling in February.

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Martha and Jerry Bezner are parents of a second girl, Patricia Louise, born August 15 in Ithaca. She weighed 6 lbs. 2 oz. Martha was a former Research Division secretary.

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An article on "The Stability of the Interindustry Wage Structure" by Prof. Donald Cullen was published in the June, 1956 issue of American Economic Review.

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Herbert Hubben, MS'50 and Ph.D. candidate, spent the last two weeks of August at ILR, doing research on his thesis. Herb is Organization and Personnel representative for the Atomic Energy Commission, Washington, D.C.

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The AFL-CIO merger issue (April, 1956) of the ILR Review has been translated into Spanish by the University of Puerto Rico.

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Prof. Robert Risley spoke September 10 in Albany on "Utilization of Employee Opinion Polls" before the Capital District Personnel Association.

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The Dean's four horses collected 13 awards at the 41st Autumn Show of the Genesee Valley Breeders Association held recently in Avon. His six-year-old bay mare Celeste won the Lightweight Thoroughbred Broodmare Class and the Condition Class and was third in Valley Bred Broodmares. Her filly foal was fourth in Foals of Lightweight Broodmares, and second in two other classes. The chestnut yearling gelding was third in the Thoroughbred Yearling Class, second in Manners and Condition. Juliet, bay filly out of Jeanine, was fourth in Suitable to Become Hunter, where she was ridden by Kate Catherwood, second in 3-Year-Old Thoroughbred Class, and reserve champion in her age division.

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ILR grad student Dave Swindells and his wife, Sue, are parents of their first child, Deborah Ann, born August 8. Debbie weighed 6 lbs. 3 oz.

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The New York State Flower Growers Association Bulletin (6 and 7, 1956) devoted an entire issue to a summary of the research study of Employee Relations Practices in the Floriculture Industry in New York State, a school project headed by Prof. Robert Risley and Joan Murray Scagnelli. The project was in cooperation with the New York State Flower Growers.

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Susan Shank, daughter of Don Shank, former director of the Office of Resident Instruction, has entered ILR as a freshman. Mr. Shank is executive vice president of the International Institute of Education.

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Prof. Ralph Campbell has a full schedule this month and next: On Sept. 13 he spoke on "Leadership Education and Training in the Industrial Setting" before a leadership conference for county agents at Deposit; on October 5 he will speak to industrial education teachers of the Southern Tier group.

The following week he will serve as panel consultant at the on-campus annual meeting of the American Council on Education. Topic of the panel on which he serves, with Mary Donlon, chairman, will be "Higher Education and Labor." Louis Hollander will be one of the speakers.

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Elic (Goodman) and Rudy Corvini have recently moved into their newly purchased 100-year-old home in Jacksonville. They've had considerable remodeling done.

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Mrs. Katherine Anderson, secretary to Prof. Whyte, spent a three-week vacation at a fishing lodge at Hay Bay in Canada, and in visiting relatives in Kentucky and West Virginia.

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Sy Lehrer, graduate student, has authored an article which will appear in the October Labor Law Journal. Title of the piece is "Maryland Public Utilities Disputes Act."

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Bette Williams, until recently ILR Personnel Administration secretary, was married September 15 to R. S. Mead of Lodi. The couple will live in Auburn.

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The State of Maine seemed to be a drawing card this summer: Eleanor Emerson and Doris Stevenson of the Fiscal Office made their annual trek to Kennebunkport; Fran Eagan of Research spent time at Bailey Island; and Diane Barkdoll made a visit to the resort area in the White Mountain foothills.

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Charlotte and Martin Rubashkin of Monticello, N.Y. are parents of a son, David Brian, born last month. Charlotte is a graduate of ILR and did graduate work last year toward a master's.

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Harlan Perrins of Extension has succeeded in palming off a recent litter of nine pups--some on ILRers. Fil Foltman, John Paterson and former ILRer Betty Matheny are among the takers. Now it's six kittens looking for a home!

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Almina Leach of Research Division is ill at home.

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Visitors at ILR during the past month include ILR alumni Thayne Robson, en route from the West Coast to Harvard where he doing research for Sumner Slichter; Frank Mahaney who works for the U. S. Postal Department, Washington, D.C.; Dan Paolucci, Coordinator of Personnel Program Staff, Panama Canal Zone; Betsy Pinkos, a former ILR secretary; and Bud Parsons, former ILR grad student and faculty member, now with the C.I.A. in Washington, D.C.

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Several graduate students have ended their days at ILR and Cornell: Moustafa Abdel-Wahab has returned to Cairo where he is general sales representative for Esso Standard (Near East). Ganesh Sinha, with his Ph.D. completed, has returned to his former position as lecturer at University of Patna. George Daniel, with his thesis completed, has resumed his job as area specialist, Division of Non Self-Governing Territories, Trusteeship, United Nations. Jim Howard has accepted a position with the Bureau of National Affairs, Washington, D.C. Gopal Rath and Braj Marayan have returned to India.

WOMAN OF THE WEEK

Mrs. Carmelita Sakr mans one of ILR's little-known outposts--the ILR library stacks in Myron Taylor. To reach her third-floor sanctuary requires directions from three Myron Taylor natives, so complicated is the interior arrangement of this Gothic-type lawyers' retreat. The cozy office of our ILR junior librarian is one of three allotted this School at the east end of cavernous rows of books and periodicals stretching way to Myron Taylor's west walls.

Carmelita reports that the Myron Taylor stacks contain about 80% of the ILR library's volumes. A twice-a-day shuttle service moves the needed books and periodicals between the stacks and the Quonset Hut library.

Carmelita, an Ithacan, is proud of having been the very first ILR library employee. She came to work at ILR in January, 1946--part-time because of her mother's illness. She reported that she ordered the first batch of books from the University library for our infant ILR library, then housed in Warren Hall. Currently she is the School's periodicals librarian and catalogs all of the periodicals.

Carmelita has had long and varied experience in the Ag College library to prepare her for her present job. During the two summers she attended Ag College she worked in its library. She then married Bob Sharpe, a local man, and moved to New York. After her husband's death she returned to her former work where she had reference and circulation duties as well as cataloging and classifying work. She also privately studied the syllabae of the Columbia Library School to help background herself.

About this time she met and married Sakr, an Egyptian graduate student. At the end of his studies he had to return to Egypt. But because of her mother's increasingly serious illness and because she couldn't get passage for the two of them during the war, Carmelita never succeeded in joining her husband.

After nursing her mother and first husband for so many years, Carmelita is at last getting a chance to do a little traveling. Last year she visited Florida and she has just returned from a trip to Cape Cod, Plymouth and Nantucket. She has recently taken up weaving as a hobby. Just for practice, she says, she woves curtains for her apartment.

One of the rewarding parts of Carmelita's job is her association with students working part-time in the stacks. "Her boys," as Carmelita calls them, are a constant source of interest to her. Long after they leave ILR and the campus they keep in touch with her, and send her pictures of their offspring. She claims she is unofficial godmother to more children than she can count. This year three ILR students--John Cantlay, Tom O'Malley and Bob Washburne--plus an Egyptian Chemical Engineering student, Yahya Raef, are working part-time in the stacks. The group has its own coffee every day to compensate for not being able to join in the regular ILR "social hour."