

For Our Information

published by
NEW YORK STATE SCHOOL OF INDUSTRIAL AND
LABOR RELATIONS, AT CORNELL UNIVERSITY
for faculty, staff, students, friends

Vol. 9 No. 8

March 1957

STEELWORKERS MEET ON CAMPUS

The first on-campus conference for union groups to be held during the spring and summer months opened March 24. Between 30 and 40 staff members of District 4, United Steelworkers of America, are holding their first annual conference at Cornell.

Four topics are under discussion, with sessions led by ILR faculty and Steelworker staff specialists. The session on Pensions and Insurance is being led by Profs. Duncan MacIntyre and Fred Slavick, assisted by Bernard Greenberg; Job Evaluation is being conducted by Prof. Harlan Ferrins, assisted by William Jacke; the discussion on Arbitration by Prof. Vernon Jensen, and Ben Fischer of the Steelworkers staff; and the section on Supplementary Unemployment Benefits by Prof. Robert Ferguson, assisted by Bernard Greenberg.

Steelworker Secretary-Treasurer I. W. Abel was Tuesday evening dinner speaker. Joseph P. Molony, District 4 Director, is attending some conference sessions.

Prof. Eleanor Emerson of the ILR Extension staff is conference director.

Labor groups planning to hold on-campus conferences this summer are: Brotherhood of Maintenance of Way Employees; National Optical Workers; International Brotherhood of Electrical Workers, Local 3; Brotherhood of Railroad Trainmen; Brotherhood of Locomotive Firemen and Enginemen; International Association of Machinists; and International Ladies' Garment Workers Union.

SPECIAL 'ILR' ISSUE OF ANNALS

The March, 1957 issue of the Annals of the American Academy of Political and Social Science is edited by ILR's Prof. John Windmuller. The general theme of the March Annals is "Current Issues in International Labor Relations." This periodical has the largest circulation of any professional journal in the social sciences.

Prof. Windmuller has written a foreword. Also in the March issue are articles by Prof. Maurice F. Neufeld ("The Italian Labor Movement in 1956: The Structure of Crisis") and by Val R. Lorwin, an ILR Ph.D., now of the University of Chicago faculty ("Collective Bargaining in Postwar France"), both appearing in the second section which centers on new problems in labor relations.

To the issue's third section on wage policies and wage movements, Prof. Windmuller has contributed "Postwar Wage Determination in the Netherlands", and former ILR professor Mark Perlman, now of Johns Hopkins University, is author of "Economic Growth and Government Wage Regulation: The Australian Problem."

In the final section which focuses on labor problems in some underdeveloped countries are articles by ILR Professor Oscar Ornati on "Problems of Indian Trade Unionism", and pieces by two former ILR graduate students, J. Norman Parmer, University of Maryland ("Trade Unions in Malaya") and George T. Daniel, Acting Chief, Caribbean Section, U.S. Trusteeship Department ("Labor and Nationalism in the British Caribbean"). (more)

In the book department Walter Galenson of the University of California reviews Prof. Gardner Clark's recent book, "The Economics of Soviet Steel."

SAFETY CONSULTANTS COME AND GO

The first group of State safety inspectors to meet on-campus this year finished its six-week program last week and a second group of 25 has begun its study. This program of enrolling some 20 factory inspectors at a time in four-week intensive courses at Cornell and New York University is part of the State Labor Department's new approach to industrial safety.

The over-all program consists of both on-campus study and supervised field work. The four weeks in a college classroom is spent studying such subjects as basic accident prevention, analysis and development of a safety program, human relations, report writing, and oral communication.

Teachers are ILR faculty members and specialists from industry and government. Prof. Ronald Donovan of the Central District extension office directs the programs.

MISS PERKINS HAS WIDE AUDIENCE

Miss Frances Perkins, an ILR visiting lecturer, is in great demand as an on-campus speaker. During the past month she appeared before groups ranging from Democratic Women to students of a Cornell honorary society.

Early in the month (March 7) Miss Perkins spoke informally to an ILR faculty group on "Some Considerations of the Proper Content and Scope of a Department of Labor." She has also talked to a group of B&PA students and to the Quill and Dagger Society.

On Sunday, March 17 she was guest of honor at a tea and reception at the Cornell Residential Club, sponsored by the Women's Democratic Club of Tompkins County. About 100 attended. Miss Perkins discussed women's role in political action in today's world.

On Friday, April 5, Miss Perkins will deliver a university-sponsored lecture on "The Impact of Roosevelt on American Thought" in Olin M at 8:15 p.m.

During Farm and Home Week she and Dean Catherwood sat at the speakers' table at a luncheon given for Governor Harriman.

NINTH SHORT COURSE SET

ILR's ninth "short course" in Human Relations in Administration will open Sunday evening, March 31 with a reception and dinner at Statler Inn. Twenty-two executives from business, industry and government will attend daily classes, and spend most of their evenings with outside reading assignments.

During their second week, the group will make a three-day field trip to Rochester, spending a day touring Eastman Kodak and meeting with top executives; they will hold a dinner meeting with Russell McCarthy of the Rochester Industrial Management Council and leading Rochester industrialists.

Prof. F. F. Foltman will direct the short course, assisted by Jack Leonard.

ILR ALUMNI IN NATIONAL TV SPOTLIGHT

Hank Bloomgarden, 150 of Brooklyn was catapulted into national prominence -- literally overnight -- on TV's popular quiz show "Twenty-One." As TV time ran out, Hank, by correctly answering questions, had a total of 11 points; his woman opponent had 10. Both will re-appear on Monday, March 25 to try for the all-important total of 21 points. Five hundred dollars is given for each point earned. Had Hank chosen to retire after his first appearance, he would have won \$5,500.

During the day, Hank is assistant to the Director of Personnel and Labor Relations for Lerner Shops in New York.

REPORT ON PROBLEM DRINKERS IN "ILR RESEARCH"

Lead article in the March, 1957 issue of ILR Research is a preliminary report by Prof. Harrison Trice on "Work Accidents and the Problem Drinker." It will be part of a broad study on the various aspects of alcoholism in industry.

Prof. Trice and Mary Ann Coghill, ILR research associate, have done considerable interviewing of problem drinkers. Their findings tend to refute the widespread belief that the accident rate of the problem drinker ranks high in his reduced efficiency. Absenteeism is much more prevalent in his work history.

The most startling finding in the study was that an overwhelming majority of the problem drinkers who were exposed to accidents had never had a work accident. This finding is contrary to popular opinion.

Other articles in this issue of Research are "Damage Suits under the Taft-Hartley Act" by D. Dean Stuart, MS '53 (now industrial relations director for A. L. Garber Company) and "Maintenance Training Methodology for Automation" by Herbert Zollitsch, Ph.D. '54. Mr. Zollitsch is director of the Department of Production and Personnel Management at Marquette University.

EXECUTIVE DEVELOPMENT MEETING HELD

Sixteen members of top management met on campus March 8-9 to discuss with ILR staff and certain others at Cornell the subject of executive development. Purpose was to discover how the University and industrial management can best cooperate in the field.

Friday dinner speaker was Moorehead Wright, Consultant-Manager Education, Manager Development Consulting Service, General Electric Company. President Malott of Cornell presided at the session.

BOB HELSBY HAS NEW JOB

Bob Helsby, ILR doctoral candidate, has been appointed acting director of the Industrial Arts Division of State Teachers College at Oswego, effective July 1. He will replace Dr. Gordon Wilber who is retiring.

Helsby, who is an Industrial Arts graduate from Oswego (1940), has been on the staff there since 1946. In addition to teaching, he has served as executive director of the Oswego Alumni Association, as assistant to the president, and as director of public information. He has a B.S. from Oswego and an M.A. from Ohio State University. He has done graduate work at Ohio State, Indiana, Pennsylvania State and Cornell. Bob hopes to complete his degree by September.

PROF. TOLLES TO ATTEND SEMINAR FOR ECONOMISTS

Prof. N. Arnold Tolles has been invited to spend two weeks (Aug. 5-16) at the Merrill Center for Economics at Southampton. The Merrill Center, operated by Amherst College, was given by Charles Merrill for use in studying economic problems. It serves as a gathering place for scholars and experts to consider problems of common interest.

The majority of conferees, according to Prof. Tolles, are academic economists, although some do come from business and government. A few economists are invited from other countries. Over the summer about 50 attend, of whom 20 to 25 at a time will stay at "The Orchard" where the group lives.

During the last two weeks the conferees will consider the international impact of differences in productivity and labor standards, both with respect to problems and trends involved in common markets (as in Western Europe) and to problems related to the increased demand for protection in industrial countries.

To announce the obvious and to fill the tag end of a page: FOI has a new nameplate and its reproduction method is changed from mimeograph to worsagraph.

PERSONNEL CHANGES

Mrs. Barbara Linder last week exchanged her typewriter and shorthand notebook (and Profs. Clark and Windmuller) for full-time homemaking and childcare. She figures that 20-month-old Emil, plus their expected second child will keep her occupied. Her husband, a Zoology doctoral candidate, plans to finish his degree this summer.

Betty Hough of Ithaca has joined June Price as conference secretary, to help out during the spring and summer conference rush. Betty, who expects to have a B.A. from Cornell this June, hopes to work full-time next year and to attend night law school -- where, she doesn't yet know. Betty is a graduate of Katherine Gibbs secretarial school in Boston. She has had secretarial experience, both at Mohawk Airlines and at the Marblehead Yacht Club. Betty's dad is on the Civil Engineering faculty.

Robert Purvis, one of ILR's daytime custodians, has quit his job because of ill health. Filling his shoes is Otis Myers of Lansingville. He is a transfer from Caldwell Hall where he has worked for the past five years. Prior to that, he worked at Corona in Groton. The Myers have two teenagers: a girl and a boy. Mr. Myers operates a barbershop at his Lansingville home.

Gail Stearns has replaced Alice DeAeth as secretary in the Western District Extension Office in Buffalo. She has previously worked as secretary and posting clerk at Wickwire Spencer Steel and as a key punch operator at Remington Rand. Gail works for Dick Gordon, District Office director, and Bill Toomey, assistant director.

PEOPLE ARE WONDERFUL

Barbara Breckenridge, secretary to Prof. Jensen, has returned from a two-week vacation in Florida with ILR's only tan.

- - - - -

Mrs. Phyllis Krasilovsky, former ILR secretary, has written another children's book, The Cow Who Fell in the Canal. It is a Junior Literary Guild selection for ages two to six. Her other book is The Very Little Girl.

- - - - -

Prof. Arnold Tolles and Pamela Haddy, MS'55, are joint authors of "British and American Changes in Interindustry Wage Structure under Full Employment" published in The Review of Economics and Statistics, published by Harvard University. Pamela, a Britisher, is a member of the Commerce and Social Science faculty at University of Birmingham, England.

- - - - -

Graduate student Sy Lehrer, who was army-bound, has been given a four-month reprieve by Uncle Sam. He is currently assisting Prof. Cullen.

- - - - -

Where but at ILR would there be two former ministers of labor in one class? The class: Alice Cook's Labor Union History; The Ministers of Labor: Miss Frances Perkins and Iskander Tedjasukama of Indonesia.

A daughter, Patti-Jo, was born March 3 in Ithaca to Ann and Leon Woodring of Trumansburg. She weighed 6 lbs. 10 oz. Ann was formerly secretary to Prof. Trice.

- - - - -

Three ILR students -- Carl Krause, Henry Mazur and Dan Walsh -- have the inside track on University archives. All three work part-time for Mrs. Edith Fox of the University Library Archives.

- - - - -

Dr. M. C. Bond, Director of Extension of the State Colleges of Agriculture and Home Economics, met March 8 with the ILR Extension staff to discuss mutual problems and opportunities.

- - - - -

Prof. Milton Konvitz recently participated in a conference on Religion and Public Education called by the American Council on Education at Columbia University's Arden House. About 60 persons from all over the country were invited by Dr. Arthur Adams, Council president, and former Cornell provost.

Prof. Konvitz has been named as one of four members of the Academic Council set up by the Hebrew Culture Foundation.

- - - - -

Recent foreign visitors at the School were David Bar-El of the Israel Institute of Productivity, and Torkjell Larsen of the Norwegian Workers Education Association.

- - - - -

Profs. Alice Cook and Ronald Donovan attended a meeting of the American Labor Education Service in New York Feb. 22-24. Mrs. Cook chaired a discussion of Labor in the Community; Prof. Donovan served as a resource person in a discussion of Attitudes of Workers toward Unions.

- - - - -

Last month Profs. John McConnell, Eleanor Emerson, and Lois Gray of the New York Metropolitan Extension Office, met with Emil Starr, education director of the Amalgamated Clothing Workers of America, Miss Judy Greenberg, newly appointed director of the Center for Retired Members of ACWA, and Harry Levine, consultant on problems of the aging to the New York City Department of Welfare, to discuss the pending program of the New York City Joint Board, **ACWA**, for its retired members and the contribution which our School might make to this program.

- - - - -

Val Lorwin, Ph.D. '53, has been appointed professor of history at the University of Oregon. He is now assistant professor of industrial relations and social studies, University of Chicago.

- - - - -

Prof. F. F. Foltman last week spoke before the Ontario Society of Training Directors in Toronto on "Problem-Solving Conference Training."

Prof. Gardner Clark has been appointed for a four-year term to the Cornell Fellowship Board of the Social Sciences. Other Board members are Mario Einaudi, Robin Williams, John Hutchins and Marvin Glock.

Fred Nazario, MSILR '54, director of University of Puerto Rico's Labor Relations Institute, visited ILR March 11. He was in the States working out an agreement between the U of Puerto Rico and the International Cooperation Administration concerning a labor leadership training program.

Resident Instruction staffers took to the road last week for admissions interviews in New York, Albany and Buffalo. James Campbell and Don Dietrich were absent for the entire week, and Arnold Hanson for three days.

Prof. Robert Risley spoke March 13 at the monthly meeting of the Horticulture Club in Plant Science seminar room. He discussed research done by ILR in employee relations in the floriculture industry in the state.

Prof. Harlan Perrins of Extension Division spoke March 14 to the Michigan Restaurant and Caterers Association on "Communications: The Key to Effective Management." He also visited the Labor and Industrial Relations Center at Michigan State University.

On April 15 Prof. Jean McKelvey will speak on-campus before the New York State Building Employers' Association on "Prevailing Wages in the Construction Industry."

Prof. Arnold Tolles will chair a session on "Recent Developments in Minimum Wage Activities at the spring meeting of IRRA in Washington April 19. State Industrial Commissioner Isador Lubin is a panel member. Prof. McKelvey will also attend the meeting.

Bradford Shaw, former ILR reference librarian, is now at Michigan State University where he heads the newly-established Labor and Industrial Relations library. Prior to going to Michigan Brad was librarian at a University of Florida library at Brooksville, Fla.

The entire ILR extension staff will meet April 18 and 19 in Albany.

WOMAN OF THE MONTH

On a portable stage in their living room at 506 E. Seneca St., Marie and Al Burnett live in another world -- a medieval fairyland of puppets -- where, under the influence of the knight-errant Christopher, the forces of good inevitably triumph over the forces of evil.

But to return for a moment to this world...Marie Burnett is the ILR library's senior circulation assistant. Brooklyn born (a resident until age 10) and Bridgeport educated, Marie was graduated from Bates College in Maine with a philosophy major. As an undergraduate she wrote an honors thesis in metaphysics. En route she added a Phi Beta Kappa key to her jewelry collection. As a student Marie also wrote and directed a one-act play, "Within These Walls."

Marie comes by playacting naturally enough -- her father was a vaudeville trouper and songwriter. On stage, he sang, danced and played the violin. Abbott and Costello were once on the same bill with him. Just about the time her dad was ready to settle down and marry, Hollywood beckoned. Marie says it was a favorite family pastime to speculate on "what might have been."

Marie and Al (who was two years ahead of her at Bates) were married the day she graduated. The newlyweds spent the summer at the Wood's Hole (Mass.) Marine Biological Laboratory where Al did research in his field of invertebrate zoology. In September, 1955 the couple came to Cornell. Al had already been on campus for two years. The Fashion Fair in Collegetown provided Marie's first job. She confesses that she was somewhat disillusioned to find that an undergraduate degree in philosophy -- at least in Ithaca -- isn't the key to a job in her field.

She joined the ILR library staff four months later and has found that supplying the books and materials requested by students and faculty gives her a perfect place to study human nature.

Besides his studies at Cornell, Al has added a new interest -- writing poetry. His poems have already appeared in American Poetry, London Magazine, Canadian Poetry, and Weekly Illustrated of India.

The Burnetts seem to be in more than usual accord in their outside interests. Their puppet show, which evolved in their college days at Bates, is an example. A faculty wife at Bates made puppets of felt, particularly beautiful and colorful ones, according to Marie, and this was the beginning...Marie and Al have since assembled a show of some 15 puppets which they call the Christopher Players, in honor of the young knight hero. A cast of characters, including a king, queen, princess, feudal lords, a witch, a scarecrow, and a little beetle which helps people out of trouble, enacts fairy tales written especially by Al. Children in the seven to ten age group make the best audience, the Burnetts find. They have presented the show to Cub Scout groups, at the Cornell Library children's hour, and at private birthday parties. And they welcome new audiences. Right now, Marie is pinchhitting as recorder player for the show, since their musician recently quit.

The Burnett's expect their first child early this summer; both wish for a girl. For the present they don't expect to settle down in one spot. Al has already applied for a grant, a year from now, to study underwater life along the Italian Mediterranean shores. To this end, the two carry on daily sessions in Italian, with the aid of records. Most every day, Marie says, she has a new Italian word to spring on ILR's Italian-born Prof. Ornati.

For Our Information . . .

published by
NEW YORK STATE SCHOOL OF INDUSTRIAL AND
LABOR RELATIONS, AT CORNELL UNIVERSITY
for faculty, staff, students, friends

Vol. 9 No. 9

April 1957

RESEARCH STUDY TO GET UNDER WAY

The ILR School will launch a research study next month in the Utica, N.Y. area of "Youth in the Job Market." The project, under the direction of Prof. Leonard Adams, is being financed by the Department of Labor's Bureau of Labor Statistics.

Included in the study will be high school graduates who enter the job market and those who drop out of school before finishing high school to go to work. About 2,000 persons will be questioned. School records will provide some of the information; additional information on employment and unemployment experience, attitudes toward school, and family incomes will be obtained by interviews. The period covered will be the academic years 1953-54, 1954-55, and 1955-56.

Interviewing will begin in June under the direction of Tom Paolucci, ILR doctoral candidate, and will be completed by September 1.

The Utica area was chosen for this study because of its changing industrial character and hence its changing employment prospects for young people.

Some of the questions which Dr. Adams hopes the study will provide a factual basis for answering are these: Are there many young people who have the ability to undertake successfully a college education or technical training who, for one reason or another, do not go beyond high school? Why has there been a disproportionately large number of young workers unemployed? Is there a positive relationship between the occupations of young people and those of their fathers?

CONFERENCE ON CURRENT PROBLEMS MAY 7-8

Between 75 and 100 persons are expected to attend the fourth annual conference on Current Problems in Labor Relations, to be held May 7-8 on the Cornell campus.

The ILR-sponsored conference will get under way Tuesday morning, May 7, with a symposium on "The Taft-Hartley Act After Ten Years: An Appraisal." Speakers will be Theophil Kamholz, General Counsel, NLRB (1955-56); Prof. Sylvester Petro of New York University; and Prof. Clyde Summers of Yale University.

After luncheon in the Statler Faculty Lounge, the subject for discussion will be "The Labor Movement during the Next Ten Years: A Forecast." Murray Kempton of the New York Post will speak on this part of the program. After dinner speaker will be Millard Cass, Undersecretary of Labor, discussing "Some Positive Aspects of Labor-Management Relations."

Wednesday morning, May 8, will feature a symposium on "The Role of the United States in the International Labor Organization." Speakers will be Leo Werts, Deputy Assistant Secretary of Labor; Burton A. Zorn, Chairman, Industrial Relations Committee of the Commerce and Industry Association of New York; and George P. Delaney of the AFL-CIO International Affairs Department.

Prof. Donald Cullen is program chairman.

ADVISORY COUNCIL MEETS MAY 10

The School's Advisory Council will meet on campus May 10 with ILR faculty. That evening there will be a dinner for Council members, faculty, and wives.

IBM CLINIC IN PROGRESS

An Instructors Clinic for 20 personnel of International Business Machines Corporation is being held on campus this week. Participants are full-time specialists in IBM's customer engineering training program, at Cornell to learn how to advance the effectiveness of training programs and the satisfaction of instructors.

ILR staff, in cooperation with IBM managers, are leading discussions on such topics as industry's stake in training, learning about learning, planning and organizing for learning. In many cases, laboratory periods follow.

After completing the program, the men will assume full-time responsibility in customer training at IBM. Prof. John Brophy, in charge of the clinic, says this program is an example of ILR training leaders who, in turn, will train their own personnel.

ILR STUDENT NAMED CORNELL COUNCIL PRESIDENT

Arthur V. N. Brooks, ILR '58, was elected president of Cornell Student Council at a meeting April 15. Brooks is a member of the Council's Board of Directors. One of his opponents in the election was ILR junior Dick Metzgar.

Active in undergraduate affairs, Art is a dormitory counselor and member of Aleph Samach (junior honorary), the Glee Club, and The Sherwoods (a triple quarter).

As a student in his hometown of Maplewood (N.J.) he was likewise president of the Student Council. This summer Brooks will tour for six weeks with The Sherwoods. Later he will be employed as social director at the Lake Tarleton Club at Pike, N.H.

MENTAL HEALTH CONFERENCE SCHEDULED NEXT MONTH

The third annual conference on Industrial Mental Health, sponsored by ILR School, will be held at the Statler Inn May 13 and 14. This year's theme will be "The Problem Drinker at Work."

About 25 industrial physicians and personnel administrators are expected, according to Prof. Harrison Trice, program director.

Monday's morning session will center around "Definition and Extent of the Problem Drinker in Industry and Business," with Dr. S. Charles Franco, Associate Medical Director, Consolidated Edison Company, as discussion leader. Ralph Henderson, Industrial Consultant of Yale University's Center of Alcohol Studies, will be discussant.

The two experts will go on to describe "One Company's Procedure Regarding the Problem Drinker." After lunch the team will give an "Evaluation of the Consolidated Edison Experience." A panel discussion of questions from participants will conclude the opening day, with Dr. John Morris, Eastman Kodak's Medical Director, being added to the discussant panel.

The closing session (Tuesday morning) will be devoted to a discussion of specific administrative problems by Dr. Franco, Dr. Norris and Ralph Henderson.

FRED SLAVICK GOES TO IOWA

Prof. Fred Slavick of ILR has accepted a research position as assistant professor at State University of Iowa's Bureau of Labor and Management. He will leave Cornell at the end of the academic year.

Slavick came to ILR in 1953 from Princeton, where he received his Ph.D. While at Princeton he served as instructor, research assistant and graduate assistant. He received his B.A. and M.A. from University of Wisconsin.

Slavick is author of "The Operation of Sickness Benefit Plans in Collective Bargaining," (1951). He was appointed research director at ILR in 1953 and became assistant professor in 1955.

GRAD-SPONSORED PICNIC TO BE HELD SATURDAY

The ILR Graduate Student Council is sponsoring its annual Spring picnic this Saturday, April 27, at Taughannock State Park from 1 to 7 p.m. The students promise plenty of food, beer and soda, games to play, and a softball contest between students and faculty. Tickets are \$1.00 per person. Husbands, wives and friends are included, too.

BANKERS MEET NEXT MONTH

ILR will conduct its Seventh Annual Savings Bank Personnel Management Conference May 21-24 for about 25 personnel officers and other bank officers. The program is planned in cooperation with the Savings Banks Association of the State of New York, and directed by Prof. Harlan Perrins.

Speakers will include both ILR faculty and authorities from off-campus. Prof. Alpheus Smith will open the program with "Your Motivation and Business Leadership;" afternoon speaker will be Prof. John Brophy on "Principles and Methods of Skill Training as Applied to Banking;" Joseph Dean Edwards, practicing attorney, will be Wednesday dinner speaker on the topic "The Care and Feeding of Supervisors and Executives."

Visiting Professor Emil Mesics, formerly with RCA, will open Thursday's session with "Making Critical Analyses of Your Employee Relations Activities." In the afternoon Miss Mildred Alford, Supervisor, Procedures, Methods and Training, American Airlines, will present a case study in Personnel and Public Relations.

Prof. Ralph Campbell will conclude the program with a discussion on "Creating the Atmosphere and Climate for Individual Growth and Self-Development."

SEMINAR PLANNED FOR PARENTS WEEKEND

Plans are under way for a special ILR seminar to be held for parents of ILR students Saturday morning, April 27, in connection with a University-wide program for parents of Cornell freshmen.

At the panel ILR students Jerry Dorf, Susan Johnson, Aryeh Neier and Bob Titus will discuss the Impact of the Senate Hearings on the Trade Labor Union Movement.

All ILR faculty, students and staff are invited to attend this program Saturday morning at 11:00 a.m. in Room 50.

A coffee hour for parents, students and faculty will be held at 10:30 a.m. in the School faculty lounge.

SPRING "REVIEW" APPEARS

In the April, 1957 issue of Industrial and Labor Relations Review, Prof. William Evan of Columbia University writes that although consumer cooperatives have not been accepted in the past by American workers, a further extension of "welfare unionism" could conceivably increase the acceptance of cooperatives. This is one of Prof. Evan's conclusions in his article titled "Social Structure, Trade Unionism, and Consumer Cooperation." He states that if labor moves toward a social movement the idea of the consumer cooperative might be integrated with its program. Until now, says the author, the cooperative has not gained the acceptance in the United States it has in Europe because American labor has been more concerned with bargaining than displacing employers through cooperatives. Further, the American worker has concentrated more on spending than saving.

The Spring Review also includes an analysis of the Massachusetts choice of procedures approach to emergency disputes by George P. Shultz; "Reflections on Collective Bargaining in Britain and Sweden" by Richard A. Lester; Orme Phelps' "Structural Model of the U. S. Labor Market," and a study of "Bargaining Units and Labor Organization in Italy" by Gino Giugni.

In the April issue are book reviews by Profs. Ralph Campbell, James Morris, Fred Slavick and John Windmuller. "Management Rights and the Arbitration Process," edited by Prof. Jean McKelvey, is reviewed by Thomas Kennedy.

CALENDAR OF COMING EVENTS

- April 26-28 Cornell Parents Weekend
- May 7-8 Conference--Current Problems in Labor Relations
- May 10 Advisory Council meeting
- May 13-14 Mental Health Conference
- May 13-17 IBM Instructors Clinic
- May 17 Advisory Committee on Labor Meets
- May 21-23 Savings Bank Conference
- May 27 Final exams begin
- June 3-5 Annual Institute for Training Specialists
- June 10 Commencement

ILR FACULTY GETS QUOTED

Members of ILR's faculty have been quoted in two magazines during the past two months: In the March issue of Personnel Journal and in Nation's Business for April.

Doris and Ed Hay, officers of Personnel Journal, describe a visit they made to ILR School last December as guests of Prof. Robert Risley. Besides appearing before his Personnel class, the Hays met with a few ILR faculty to learn of their off-campus research. Profs. Brophy, Ralph Campbell, Hodges, Trice, and Keith Collins described their current research projects.

* * * *

In a Nation's Business article titled "What Future Managers Will do," Profs. Ralph Campbell and W. F. Foltman, and B&PA's Prof. Earl Brooks (formerly of ILR) are quoted. The piece is based on predictions of experts as to changes in executive development and responsibility within the next few years.

Prof. Campbell agrees that companies are growing toward more conformity, and they should be. But he adds that he would be surprised if individualism is stressed by 1965. It's too easy to put people in molds.

Prof. Foltman foresees a new bend in the salary curve for management. Instead of young men starting at a comparatively low salary and gradually earning higher pay, they may earn big money almost immediately, at the period when they need it to build homes and raise families.

Prof. Brooks, who is most widely quoted, says that one of the broad aspects of developing executives is building the man, not only in his own company but in his profession and his community.

PROF. MESICS CHAIRS AMA SEMINAR

Visiting Professor Emil Mesics is chairman of an AMA orientation seminar April 22-24 in New York. Title of the seminar is "Personnel Problems and Management Development for Foreign Operations." About 25 participants, mostly personnel and management development people concerned with foreign operations, are attending.

Prof. Mesics has just wound up a six-week program for the Statler Hotel in Buffalo. He conducted two sessions a week for all management levels of the hotel. Program included appropriate techniques for communication, the learning process, and job training.

BLOOMGARDEN DOES IT AGAIN

ILR alumnus Hank Bloomgarden is still ahead of the "Twenty-One" game to the tune of \$52,500. On Monday evening, April 22, on the television quiz program "Twenty-One," Hank didn't win any additional money, but held his own against one Mr. Snodgrass. Both will appear next week to try again.

ANNE WOOLF WINS SCHOLARSHIP

Mrs. Anne Woolf, ILR research associate and doctoral candidate, has been named winner of a graduate fellowship awarded by Wellesley College, her alma mater. She has received the Vida Dutton Scudder Fellowship for the 1957-58 academic year. Anne has a master's from ILR and is working toward a Ph.D. Before returning to Cornell last year she was employed by the Airline Pilots Association.

REPRINTS ISSUED

ILR School has added three reprints to its series: Reprint #49 is titled "The 'Outsider's hole' in Field Study" by Prof. Harrison M. Trice (reprinted from Sociology and Social Research, Sept.-Oct. 1956); Reprint #50, the "Interindustry Wage Structure" by Prof. Donald Cullen (reprinted from American Economic Review, June, 1956); and #51, "Problems of Industrial Sociology" by Prof. William F. Whyte, from Social Problems (October 1957).

GIRL MARINE RETURNS TO VISIT ILR

ILR's first woman Marine, PFC Donna Loomis of Van Etten, was a recent visitor. Until a few months ago she worked in ILR's Distribution Center. Donna has just completed eight weeks boot training at Parris Island, S.C., where she was selected as the "outstanding recruit" of her platoon. She took all honors that can come to a woman recruit and was appointed squad leader of her platoon after only a few days training.

Donna has reported to Norfolk, Va., for a new assignment, but claims that she'd like to return to Parris Island as a drill instructor.

PERSONNEL CHANGES

Mrs. Nancy Ulapper has replaced Mrs. Barbara Linder as secretary to Profs. Clark and Windmuller. She formerly was secretary to Prof. Ornati and Miss Perkins. Mrs. Elaine Freeman has moved from a spot in the Extension Division to replace Nancy in Room 28.

Mary Lou Bower, an Ithaca High senior, is working part-time as a stenographer, with desk space in Extension.

HOUSE, ANYONE?

Rudy Corvini, who will be on sabbatic next year, has a house for rent: two acres of land, lots of garden space, three rooms downstairs, three upstairs, fireplace in kitchen--eight miles from campus on outskirts of Jacksonville; available July 1 or August 1, 1957 until July 31, 1958. For more details see Corvini in Resident Instruction.

The Corvinis are looking for a house in the Metropolitan area within an hour's commuting distance of Grand Central Station. Suggestions welcome.

Prof. Corvini will be working in Socony Mobil's Employee Relations Department next year.

WORD FOR ADDIS ABABA

Prof. John Brophy has supplied the latest on the whereabouts of former ILR professor Lynn Emersons:

Addis Ababa, Ethiopia... "When we left Ithaca two years ago little did we think we would find ourselves sitting on the roof of Africa, 8,200 feet high and only nine degrees north of the equator. Yet here we are. After four months in Rome just waiting from day to day, we left there two weeks ago (March 10). If the Israel situation clears up we will probably be sent back there before returning to the States. But we'll be here at least six weeks and probably longer.

"I'm working at the Imperial Technical High School, helping develop courses of study for the fourth year program. At the moment I'm working out a one-term course in industrial relations and my working library consists of one book (Better Foremanship by Gardner). It would surely be nice to have my former ILR office library, or even the books I took with me to Tel Aviv.

"We are staying at a nice hotel, have a large room, with full bath and good meals. Addis Ababa is a sprawled-out city covering many square kilometers--much open space, native "tukuls" with straw roofs very near to modern buildings...

"We are beginning to think of our return to the states and hope to spend six weeks or so in Europe on our way back. We've lived now for two years in semi-tropical climates, and have gotten to like some of the things that go along with such lands--no snow or ice, etc."

(It's quite possible that the Emersons are now in Tel Aviv).

PEOPLE ARE WONDERFUL

The Jesse Carpenters (and daughter) have moved into their newly-built home at 116 Crest Lane in Forest Home. The house is a Northern Home prefab. The Carpenters are near neighbors of Izzy Blumen and Milton Konvitz.

Lee and Ely Reisman were high scorers on the North-South side at the seven table Mitchell game of the Ithaca Contract Bridge Club March 27 in Hotel Ithaca. The Reismans had 84 points, one more point than second-place winners. Lee is secretary to administrative assistant John Paterson.

Lee is taking some vacation-time to help husband Ely prepare a paper for presentation at the American Physical Society meeting in Washington. Lee will at least be present to hear him deliver it.

Visiting Lecturer Frances Perkins will speak April 26 at Harpur College on "The Impact of Roosevelt on American Thought." The next day she will lecture before the Rochester Historical Society.

The Jim Morris' are parents of a 9 lb. girl, Lisa Ann, born April 8. She has two brothers -- Jimmie and Stevie.

Prof. Harlan Perrins of Extension is visiting several midwestern universities this week.

ILR junior Bob Hoyt of Yorkville (N.Y.) was married March 9 to Miss Joan Farrell of Syracuse.

Prof. Eleanor Emerson will attend a Steelworkers conference May 8-10 in Hershey, Pa. The conference is being conducted by Steelworker Education Director Emery Bacon, with the cooperation of Pennsylvania State University.

Mrs. Eleanor Matychak of Audio Visual Lab, if you can believe it, was made a grandmother April 12 by the birth of a son, Patrick Michael to her daughter Donna.

Prof. Eleanor Emerson will attend a meeting of the Labor Education Section of the Adult Education Association in Washington, D.C. on May 3.

- - - - -

Joanne Testut of the Library catalog room broke her ankle recently and is currently on crutches.

- - - - -

Several ILRers are participating in the annual PTA Institute to be held on-campus next week. Prof. Harrison Trice is moderator in a session on what Are Basic Causes of School and Community Problems, with Prof. William Whyte a panel leader on Impact of the Community on the School, and Prof. John Brophy leading a panel on Impact of the Labor Market on the School. Profs. Emerson, Landsberger and Risley will serve as Institute consultants.

- - - - -

Prof. Milton Konvitz was named recently to membership in Phi Beta Kappa national honorary.

- - - - -

Laura Keenahan of Resident Instruction recently spent a few days visiting relatives on Long Island.

- - - - -

Prof. Alpheus Smith spoke March 27 at an IBM Management seminar on "Man-Boss Relationships." He made the opening address at the annual convention of the New York State Home Economics Association in Albany April 15; his topic was "A Dynamic Theory of Motivation."

- - - - -

Prof. Ralph Campbell will attend a conference of the President's Committee on Education Beyond the School, Middle States Region, at New York University on April 30 and May 1. The following week he will discuss what insights the field of labor relations offers at a meeting in New York City sponsored by the Commission of Instruction and Evaluation of the American Council on Education.

- - - - -

Prof. F. F. Foltman, along with Profs. Ernest Dale and Frank Gilmore of the B&PA School, represented the University as speakers at the ninth annual Management Conference, sponsored April 5 and 6 by students of Business and Public Administration.

- - - - -

Dick Martin, MS'55, currently an assistant and doctoral candidate in Cornell's Economics Department, has been awarded a Samuel S. Fels Fellowship for the year 1957-58. In addition, he has won a scholarship awarded by the Graduate School faculty.

- - - - -

Students of the 650 seminar in Labor Union History and Administration honored Visiting Lecturer Frances Perkins at the April 10 class session on the occasion of her 75th birthday. Coffee and cake were served.

MAN (AND FATHER) OF THE MONTH

Although named by his mother after that author of northern adventure stories, James Oliver Curwood, our James Oliver Morris doesn't seem to be headed in the same direction. All his thoughts these days are turned in the opposite direction--south--as he polishes his Spanish to pass muster in Puerto Rico and Guatemala. While this reporter waited in his office, Jim and two Spanish-speaking students, Daniel Rigau of Puerto Rico and Pedro Guglielmetti of Chile, were hard at it--in Spanish, of course. The only English word I heard while eavesdropping was the word "bankruptcy." Our señor has been taking lessons in the Modern Language Department for three semesters now.

Once in the Caribbean, Morris, on what he refers to as an investment trip, will study the operations of the University of Puerto Rico's Institute of Labor Relations (where he will meet Director Fred Nazario, ILR alumnus), do a bit of lecturing, take field trips, and engage in some research on the labor movement--and, of course, practice Spanish. He hopes to continue on to Guatemala to take in a conference on Industrial Development and Social Programs.

Jim was born in Akron, but at age four moved to Youngstown. Upon graduation from high school he went to work as acetylene torch burner at Youngstown Sheet and Tube. The following year he enrolled at nearby Hiram College (1942). This college, according to Jim, is one of the few in the country with an intensive study plan, whereby students take one subject at a time for seven weeks.

In the spring of his freshman year he volunteered in the Air Force. Here his most thrilling adventure occurred during one of the 50 missions (he was bombardier) flown from his base in southern Italy. Over Floesti, his plane was hit, killing the co-pilot. The ground crew counted 337 holes in it. By the war's end, Jim was taking advanced pilot training.

And for this training the young aviator owes Uncle Sam a debt of gratitude, for it was in the air over Hiram College that Jim won Nadie Lee, a classmate and daughter of the college business manager. Piloting his girl aloft in an Aeronca Champion (tandem style) with plenty of loopety loops thrown in, put young Morris way ahead in the local competition. The two were married during their junior year and graduated together in 1948. Marriage testimonial: For the first time Jim got straight A's.

The Morris' moved to Ann Arbor, where Jim got a M.A. in history (1950) and a doctorate in history (1954). He held teaching assistantships during these years. After working for a few months at Ann Arbor, Nadie Lee retired to bring up young son Jimmy.

Jim's industrial experience started at age 12 when for four years he was a trap boy at skeet and trap shoots. During his college years he worked on the Kaiser Fraser assembly line at Willow Run, as stocker in a supermarket and in a GE Mazda lamp plant.

In the year before coming to Cornell events moved swiftly for Jim; he worked for a few months with Prof. Allen Nevins of Columbia on a history of the Ford Motor Company; taught history at University of Michigan during the fall semester; and in February, 1955 went to Washington to do research for the Central Intelligence Agency. (That's all Jim can say of his career with CIA). Meanwhile, he had already applied for a spot at ILR and on Memorial Day came to Cornell for an interview. He reported for duty in July.

Since coming to ILR Jim has been secluded in his suite shared with Bob Raimon and Mary Campagna, revising his doctoral dissertation on the AFL-CIO. The study is now awaiting its publication fate.

At their home at 225 Bryant Avenue, the Morris' (including Steve, age four) have welcomed Lisa Ann, born April 8.

Jim's hobbies are stamp and coin collecting. On the plus side, he owns a three-legged Buffalo nickel; on the minus side, he'd much like to own a 24¢ airmail stamp with inverted plane (one of the first issued). Anybody got one?