

# For Our Information . . .

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

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Fall 1962

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## SYMPOSIUM AND DEDICATION

The School was host on October 1 and 2 to several hundred persons attending the day-and-a-half seminar on "Problems and Action in Industrial and Labor Relations" and the dedication of the School's new quadrangle.

Symposium guests included IIR alumni, undergraduate and graduate students, and practitioners from other educational institutions, from management, labor, and government. Dedication guests included representatives of other colleges and universities in the State, and various representatives of State government.

The symposium began in Ives Auditorium on Monday morning, October 1, when Professor E. Wight Bakke of Yale University addressed the group on "Labor, Management, and the Public Interest."

The afternoon session was devoted to a panel discussion of "Labor Relations Evolve in an Underdeveloped Economy", chaired by Professor Maurice F. Neufeld. Professor William F. Whyte talked on "The Cultural Environment"; Professor Charles A. Myers of the Massachusetts Institute of Technology spoke on "The Economic and Administrative Environment"; and Professor John P. Windmuller discussed "External Influences on Trade Unions."

A Monday evening reception and dinner in the Statler Ballroom featured reminiscences on the School's establishment and early history by William B. Groat, Jr., Justice of the Supreme Court of the State of New York and Administrative Judge of the Civil Court of the City of New York; Louis Hollander, Secretary-Treasurer of the State AFL-CIO; and Mary H. Donlon, Judge of the U.S. Customs Court.

A panel discussion of "Freedom in Industrial and Labor Relations" was held Tuesday morning, with Professor Jean T. McKelvey serving as chairman. Professor Vernon H. Jensen led off the discussion with a talk on "Is Collective Bargaining Obsolete?". He was followed by Professor Walter E. Oberer of the University of Texas on "Freedom and Public Policy" and Professor George H. Hildebrand on "Implications of a Changing Economy."

President Deane W. Malott presided at the dedication ceremony Tuesday afternoon. The two addresses were given by Professor Milton R. Konvitz speaking on "A Tribute to Irving M. Ives and Edmund Ezra Day", and by Governor Nelson A. Rockefeller who gave the dedication address.

Representatives of various groups associated with the School spoke briefly: Thomas H. Hamilton, President of the State University of New York; John W. McConnell, Dean of the School; Assemblyman Anthony P. Savarese, Jr., Chairman, Joint Legislative Committee on Industrial and Labor Conditions, Peter B. Bundarin, Chairman,

### Dedication (con't.)

Student Representatives; Mark E. Thompson, President, Graduate Student Council; Robert W. Taylor, President, Alumni Association; William Littlewood, Chairman, Advisory Council; Raymond R. Corbett, President, New York State AFL-CIO; Joseph R. Shaw, President, Associated Industries, of New York State, Inc.; M. P. Catherwood, Industrial Commissioner, New York State Department of Labor.

### DEAN NAMED PRESIDENT AT NEW HAMPSHIRE

Dean John W. McConnell has been named president of the University of New Hampshire. He will assume his new duties February 1, relieving Executive Vice President Jere Chase.

He has been Dean of the IIR School since July 1, 1959 and was an original member of the faculty, coming here from the Department of Sociology, New York University in 1946. From 1955 to 1959 he served as Dean of the Cornell Graduate School.

He received the doctorate from Yale in 1937 and served two years as assistant professor of economics and sociology at American University in Washington.

Prior to that time he taught at American University in Cairo and became a research assistant at Yale University's Institute of Human Relations. He received the A.B. degree from Dickinson College.

He was director of research of the 20th Century Fund from 1951-53, and was a Fulbright Lecturer at the University of Patna in India in 1953-54. He has also served as public member of the National War Labor Board and of the Wage Stabilization Board.

He is a member of the American Economics Association, the National Academy of Arbitrators, the Industrial Relations Research Association, and the American Association for the Advancement of Science.

The McConnells, who live in Trumansburg, have four daughters and a son.

### RECENT APPOINTMENTS

Miss Antonia Nell has been named director of the Central District Extension Office. She was formerly in charge of management programs for the Central District.

Mrs. Margaret Hollister has been named extension associate to work with Professor Robert Doherty on the program for secondary schools. She was formerly assistant editor of the Cornell Alumni News.

Mrs. Veronica Shaw has been appointed research associate to work on Professor George Hildebrand's study of economics. She is a graduate of the London School of Economics and Political Science and has done social psychiatry research at Cornell.

Miss Sara Gamm has a temporary appointment as research associate to work with Professor George Brooks and other members of the faculty in developing specialized training material for use in extension work. She was formerly assistant director of research and development for the Pulp, Sulphite, and Paper Mill Workers Union.

### ON-CAMPUS CONFERENCES HELD

Five groups have met or will meet on the IIR quadrangle this fall. Leading off was a three-day Water Utility Management School for members of the American Water Works Association. Thirty-seven attended the sessions, with Professor Harlan Perrins serving as chairman.

(more)

The fourth Wilhelm Weinberg Seminar, with 28 attending, was held October 21-26. Topic of discussion was "The Public Interest in Our Changing Society: New Roles for Labor and Management". Included in the program were such well-known speakers as Professor George Taylor of the University of Pennsylvania Wharton School of Finance and Commerce, William Caples, Vice President, Inland Steel Company, Irving Bluestone, Assistant to the President, UAW, Julius Thomas of the National Urban League, Morris P. Glushien, General Counsel, International Ladies' Garment Workers Union, Lewis E. Lloyd of Dow Chemical Corp., and Professor Neil Chamberlain of Yale University.

Leonard Aries of the National Conference of Christians and Jews and Professor Maurice F. Neufeld served as co-chairmen.

A group of research scientists and engineers will attend a week-long seminar on "Maintaining Morale and Performance in Research Development" November 11-16. Professor Earl French is chairman.

A one-day program for personnel of the New York State Department of Taxation and Finance is being held the week of October 28-November 2. Forty-two are expected to attend this seminar on Human Relations.

Professor Harlan Perrins will serve as campus coordinator for the Ford College Seminar Program to be held on campus on November 15. More than 200 members of Ford management, university faculty and staff members will attend.

Three IIR coeds, Joanne Poglitch, Carol Weiner and Pamela Davis will assist with registration.

#### SABBATIC LEAVES GRANTED

Currently on sabbatic leaves or leaves of absence are:

Professor Isadore Blumen--teaching and conducting research at the University of Grogingen, The Netherlands.

Dr. Temple Burling--teaching and researching at the Mideastern Technical University, Ankara, Turkey.

Professor Alice Cook (on leave of absence) has a Fulbright at the Institute of Management and Labor Studies, Keio University, Tokyo.

Professor Ronald Donovan--making a study of the changes in job content and the training needs in field representatives of national unions. He is remaining on campus.

Professor F. F. Foltman is serving as consultant to Louis Levine, Director of the U. S. Employment Service, Washington, D.C.

#### SCHOOL HOSTS RESEARCH CONFERENCE IN LONDON

IIR School, in conjunction with three other universities--Chicago, Illinois, and California (Los Angeles)--will meet with researchers from Western Europe on the problems of modern technology in industrial relations December 10-12 in London. The conference, to be held at the London School of Economics and Political Science, is being financed by the Foundation on Automation and Employment. Dean John McConnell and Professor Lawrence Williams will attend from the School.

Purpose of the meeting will be to draw together researchers who have an active interest in this area to report on current developments and to investigate the possibility of collaboration on projects of mutual interest to researchers from both the United States and Europe.

#### STAFF ORGANIZATION MEETS: ELECTS OFFICERS

At a nominating meeting on Wednesday, October 3, the IIR Staff Organization prepared a slate of officers for 1962-63. Balloting was by mail. Election results were as follows:

Education committee: Eleanor Martin, chairman; Frank Heroy, Joyce Wright  
 Social committee: Suzanne Jones, Jane Schoemann, Lou Eberhardt  
 Secretary: Ellen King

The social committee is making plans for the annual fall luncheon. It will be held in the Conference Center with the food provided by the staff members.

#### HILDEBRAND AWARDED FELLOWSHIP

Professor George H. Hildebrand has been awarded a Ford Foundation Fellowship to carry on economic research during 1962-63. He is studying the recovery and growth of the postwar Italian economy. In the past several years he has published several articles in professional journals dealing with specific phases of Italian economic development. Mrs. Veronica Shaw, Research Associate, is helping him in this study.

#### SERVICE PINS GIVEN TO FOUR

Four IIR staffers received service pins amounting to a total of 45 years at Cornell in a ceremony taking place October 9 in Ives Auditorium. In all, about 375 Cornell employees received pins, ranging from 5-year pins to 20-year pins.

Anne Dimock of Resident Instruction and Doris Stevenson of the Fiscal Office received 15-year pins, Ardis Bowers of Distribution Center a 10-year pin, and Marilyn Mott of the Library, a 5-year pin. Presentations were made by Dean John W. McConnell.

#### LETTER FROM JAPAN

Following are excerpts from Professor Alice Cook's letter to Marilyn Hickok. Professor Cook is on a leave of absence at University of Keio in Tokyo.

"I am living in a Japanese home, pretty much Japanese style. The maids bring my breakfast to me at a low table and I sit on the floor...At the University I have a little cubby hole...It has central heat which means that I will work there nights once the weather gets cold. Professor Kawada is a lamb, terribly busy doing two or three men's work...I start teaching this week and by next week I shall be in full swing with a seminar added...I am learning my way around Toyko and feel that I have conquered the elevated electric line, although the subway somewhat frightens me."

Mrs. Cook's address is: 3, 4-Chome-Sendgaya, Shibuya-ku, Toyko.

#### NEWS FROM NETHERLANDS

Here are quotes from a letter from Professor Isadore Blumen, on sabbatic at Groningen, The Netherlands:

"Everything is going very well here. I spent yesterday afternoon and evening at my first official function, the ceremonious opening of the 351st academic year...We've begun to meet many people on the faculty and everyone is very friendly. They all speak English very well, but obviously appreciate our attempts at Dutch. All our daily activity is done in Dutch...I'll be delivering a total of between 30 and 50 hour lectures for the year. The rest of the time is my own, and I'm very pleased by the fact that I've already begun to work...We've finally got a car. But I had to go down to Paris to get it. We ended up with a Peugeot sedan - the snappy 404 model."



### STAFF PERSONNEL CHANGES

In the Department of Human Resources and Administration are three new secretaries: Ann Kenerson, a 1962 graduate of Trumansburg Central School, working for Professors Friedland and Gruenfeld. Ann is engaged and expects to be married in the Spring. Mrs. Joanne Raymondjack is secretary to Professors Foltman and Williams. She comes from Medina and worked for four years as bookkeeper for Niagara Chemical Co. Joanne's husband is an Ithaca College freshman. The Raymondjacks have a three-year-old daughter. Gloria Sherwood, a 1962 Berkshire Central School graduate, replaces Ila Gardner as secretary to Professors Mesics and Trice.

Moving down to the second floor in Faculty-Administration, a newcomer is Mrs. Grace White, whose home is in Montour Falls. She replaces Judy Ramsey as secretary to Professors Clark and Raimon. Grace previously worked in Day Hall's Purchasing Department. The Whites have three children--two in college and one in junior high.

On the first floor a newcomer is Kathryn Kyle, receptionist in the Dean's Office. A graduate of Plainedge, N.Y. High, Kathryn now lives in Hector. Kathie recently sustained a head injury in an auto accident, but is back on the job.

Mrs. Nancy Doty Johnson moved from the Dean's Office to become secretary to Professors Aronson and Ferguson. Nancy was married October 20 at the Candor Baptist Church to James Johnson who works at Cornell. The Johnsons live in a trailer south of Ithaca.

Mrs. Alma Bock, an Ithacan, is coffee-dispenser for the Faculty-Administration building.

Working half-time for Professor James Morris is Mrs. Mary Turner. She formerly worked at the Law School. The Turners have three children, ages 8, 12 and 13. Her husband works at the new TV sound stage on the Ag campus.

Jané Schoemann, a newcomer to the Office of Resident Instruction, works in the Undergraduate Division. A resident of Candor, Jane attended State University College at Albany last year.

Carl Hunter has replaced Curtis Murray in the School's mailroom. Carl lives north of Ithaca and was graduated from Lansing Central School. He recently spent a year in Florida attending school and working part-time.

Gertrude Moll, a native of Switzerland, who came to this country almost two years ago, is working in Central Services, Olin Library. She attended business school in her native country and has lived with a professor's family prior to her employment in the library.

### THREE SUMMER WEDDINGS

During the summer months three IIRers were married.

Mary Donlon, formerly of the Labor-Management Documentation Center, was married to Henry Boucher. The couple is living in Syracuse.

Joan Fitzpatrick, secretary in the Western District Extension Office, was married to Alfred Czikk.

Eleanor Matychak of the Audio-Visual Office was married to Albert Martin, former IIR visiting professor. The Martins live at King Ferry.

### SUMMER STAFF RESIGNATIONS

Mrs. Ruby DeMent of the IBM Statistics Lab in Warren Hall, moved to Lincoln, Nebr., where her husband works for the state government.

Ila Gardner and Judith Ramsey, both IIR secretaries, have entered State University College, Cortland. Jo Grodsky of Human Resources has entered Corning Community College.

Janine Keyser, former library clerk in Olin Library, has quit to await the birth of her first child.

Curtis Murray, former IIR mail clerk, is now working at Ithaca College.

# NEWS AND NOTES

Professor Robert Doherty is currently touring the West to discover what types of materials are used in teaching industrial and labor relations in public senior high schools. Points included are Portland, San Francisco, Los Angeles, Phoenix, Detroit, Chicago and Cleveland. Subsequent trips will be made to cities in the South, New England, and New York State. The study is being financed by a grant.

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Professor Vernon Jensen spoke September 20 in Poughkeepsie at a conference of Mid-Hudson Valley school board members and administrators on "Grievance Procedures for School District Employees."

He has been asked by the Secretary of Labor to serve on the President's Committee for the Department of Labor Fiftieth Anniversary Year."

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Several IIR faculty members participated in an on-campus session of a 30-week extension course on "The Union Leader as a Decision-Maker" the weekend of October 13-15. The group of union leaders from the construction and maintenance workers, airlines, newspapers, and government employees, with Professor George Brooks as instructor, have been meeting in New York City since last winter. Participating in the Cornell session were Professors Ralph Campbell, Maurice Neufeld, and Robert Raimon.

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Professor and Mrs. Kurt Hanslowe sang in a presentation by the Ithaca Civic Opera on October 6 at Ithaca High School.

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Returning for the recent School Symposium and Dedication were five former IIR faculty members: J. James Jehring, Associate Professor of Commerce, University of Wisconsin; Professor Philomena Mullady of the Graduate Institute of Industrial Relations, Loyola University; Effey Riley, retired and living in Rochester; Professor J. Woodrow Sayre, Syracuse University; and John Thurber, Bureau of Labor-Management Reports, U.S. Department of Labor.

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Frances Eagan of the Research Division should be vacationing in Europe, but fate intervened and instead she is at home recuperating from a broken fibula suffered when she slipped on an airport escalator in New York City en route to Europe.

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Professor Gormly Miller, School Librarian, discussed "Personnel Administration for Special Librarians" at an on-campus meeting, Saturday, October 13, of the Western Chapter, Special Libraries Association. Harriet Budke, Circulation Librarian, was a member of the Arrangements Committee.

Dean John McConnell was a panel member at the sixth annual convention of the National Association of State Labor Relations Agencies September 13 in Garden City. Topic for the panel session was "Problems of Collective Bargaining in a Changing Technology."

The Dean attended the fifth annual convention of the State AFL-CIO in New York City September 9 and 10. He chaired a panel session on "The Older Workers on the Job and in Retirement" at the annual meeting of the National Council on the Aging October 24 at the Commodore Hotel, New York City.

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IIR faculty were among those participating in a City and Village Public Works School held October 15 and 16 on "Managing Men, Machinery and Materials." Keynoting the on-campus conference was Professor Alpheus W. Smith. Leading the four workshops which followed were Emil A. Mesics, Harlan B. Perrins, Richard Pivetz, and William Wasmuth.

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Professor George Hildebrand gave the opening address, "Of Times, People, and Technological Change" at the fall workshop of the American Society of Training Directors on November 1 at the Hotel Roosevelt, New York City.

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Professor Emil Mesics has a full schedule of Extension activities during the fall months. He is teaching a 12-week session on "Psychological Factors in Management" for IBM's Voluntary Training Program. On October 5 he conducted a one-day session on "Automation and Education" for the Industrial Arts Teachers (Southern District) in Elmira. In Chicago he will discuss "Current Concepts in Management Development for the Business Forms Institute; he will participate in the A.S.T.D. Fall Workshop November 1 in New York City; and will address Industrial Managements Clubs at Hoboken and Syracuse.

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Professor and Mrs. Earl French are parents of a son, Douglas, born July 3. He weighed 5 lbs. 15 oz.

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Professor Vernon Jensen, as a member of the Board of Inquiry under the Taft-Hartley Act, met October 2 with both parties concerned in the Longshoremen's strike. The Board is currently in process of mediating the dispute.

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Miss Frances Perkins will appear on Chet Huntley's Journal in a special half-hour show on the anniversary of Franklin D. Roosevelt at 10:30 p.m., Tuesday, November 13. She, along with others such as Henry Wallace and Raymond Morley, will be asked their opinions on four questions regarding the New Deal.

A Huntley staff writer and three crewmen interviewed and "shot" Miss Perkins at the School on October 11.

On October 23 Miss Perkins delivered a "reminiscent" lecture to new employees of the Bureau of Old Age and Survivors Insurance in Baltimore. In late December she will be a discussant on a session "Changing Views of the Relations between Social Welfare and Politics" at the American Historical Association meeting in Chicago.

NEWS AND NOTES (CON'T.)

Professor Jean McKelvey attended a meeting of the Board of Governors of the National Academy of Arbitrators in Chicago 26-28.

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Donald Dietrich of the Office of Resident Instruction will participate in the annual meeting of the New York Association of Deans and Guidance Persons at Grossinger's November 4-6. Floyd Irvin of the same office attended Madison County College Night at Cazenovia October 15.

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Professor Alpheus W. Smith was concluding speaker in a five-day program, "Management Development Program for Women" conducted by the Capital District at Saratoga Springs October 15-19. He was after-dinner speaker on Sunday, October 28 at the Behr-Manning Foremen's Association meeting in Troy. The group of 250 included wives of members.

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Professor Eleanor Emerson will attend the annual conference of the Adult Education Association of the U.S.A., in Detroit October 28-November 2.

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Professor Ned Rosen is planning, with the aid of his students in IIR 425, a longitudinal study of IIR students' attitudes toward labor, management, and related matters. He is currently teaching a six-week extension course for the New York Personnel Association on "Employment Selection, Placement and Interviewing Skills."

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Professor Ralph Campbell spoke September 19 on "The Promise and Penalty of Progress" at the Genesee County Farm-City Week.

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Former IIR professor C. Kenneth Beach and Mrs. Beach are returning to the States after spending ten years with Aramco in Saudi-Arabia. Mr. Beach will work in New York City.

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Professors Earl French and Lawrence Williams are teaching a program in early November on "Motivation of Research and Development Personnel" in Buffalo.

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Professor George Brooks spoke at the twentieth Stanford (Calif.) Business Conference September 15 on "Management Problems in a New Era of Competition." He spoke October 26 at a meeting at Holiday Hills, Pawling, of the United Federation of Teachers on "The Relation of Union Structure, Procedure, and Organization to Democratic Unionism"

He will be Hoover lecturer at Berkeley College, Yale University the week of December 3.



As an outgrowth of interest generated by their recent School bulletin on "Effective Hiring in Small Business Organizations," Profs. Harrison Trice and William Wasmuth will conduct a series of workshops for the Greater Buffalo area Chamber of Commerce. The sessions, concerned with hiring and training, are tentatively set to begin November 30. In addition, the two professors, aided by Richard Pivetz of the Western District Office, will confer with other small businesses in the area to discuss manpower problems which may result in research projects.

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Several IIR staffers are exhibiting interest in things educational--both at Cornell and at Dryden High. Laura Keenahan is taking a Greek course for credit; Virginia Tull an economics course from Professor Gardner Clark. Lu Lacy, Jackie Lavery and Ruth Olmstead are taking conversational Spanish at Dryden.

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Professor Kurt Hanslowe spoke September 12 in Garden City at the sixth annual convention of the National Association of State Labor Relations Agencies on "The Court and The Development of Labor Policy."

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Professor and Mrs. Jerry Rosenberg of the New York Metropolitan District Office toured Europe and the Near East this past summer. While there they attended an international congress at UNESCO headquarters in Paris. Professor Rosenberg was guest lecturer at the Israeli Institute of Productivity in Tel Aviv.

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Professor Earl French spoke October 10 in Poughkeepsie at the Society for the Advancement of Management on "Problems of Managing Professional Employees in Research and Development."

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Sandra and Roland Neiss are parents of their first child, Roland Davis, Jr., born August 10. Sandy, now on maternity leave, returns November 1 to the Office of Resident Instruction.

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Industrial Commissioner M. P. Catherwood, former IIR Dean, was recently awarded the Good Government Award given annually by the New York State Careerists Society "to focus attention on the attributes of the state officer who has contributed most to make true democracy work in the internal affairs of the state service."

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Professor Harrison Trice has received a further grant from the Smithers Foundation to continue research on the job aspects of mental illness.

SMITH, ALPHEUS W.  
PROFESSOR

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## RISLEY NAMED ACTING DEAN

At the regular faculty meeting on Friday, January 11, 1963, President Deane W. Malott announced that Professor Robert F. Risley will serve as Acting Dean until a permanent Dean has been appointed.

Professor Risley, who also served as Assistant Dean, has been on leave since February 1, 1962 serving in New York City as Deputy Industrial Commissioner of the State Department of Labor.

In a memorandum to the faculty and staff, Dean McConnell made the following statement: "Many of you will remember the very effective administration of Professor Risley when he served as Acting Dean on an earlier occasion. He knows the School thoroughly and has excellent working relationships with the administration of Cornell and the State University, and with labor and management throughout the State. We can expect that the affairs of the School will be handled competently and in a friendly and cooperative manner."

Dean McConnell will become President of the University of New Hampshire on February 1.

## VISITING PROFESSOR NAMED

W. Duane Evans, Assistant Commissioner of the Bureau of Labor Statistics, U. S. Department of Labor, has been appointed Visiting Professor for the Spring semester. Mr. Evans, who has been with the Department of Labor since 1939, has held numerous statistical and economist positions within the Department. He is currently serving as lecturer at the U. S. Department of Agriculture Graduate School and at American University. He serves as consultant to various agencies and has served as member of the U. S. delegation to the International Statistical Institute. He is a recipient of the Rockefeller Public Service Award.

K. S. Banerjee, who has been a Visiting Associate Professor in the IIR Statistics Division for the past year, will hold a similar title during the Spring term in the Plant Breeding Department of the College of Agriculture. Mr. Banerjee is on leave from his position as Deputy Director, State Statistical Bureau, Government of West Bengal, India.

### FACULTY RESIGNATIONS

Mrs. Estelle Hepton, M.S. '60, Research Associate, has resigned as of January 31, 1963 to become a full-time housewife. Her husband Tony, a Botany instructor, will finish his appointment in June. Estelle, a graduate of the University of Hawaii, has most recently been engaged in research on non-profit hospitals for the Small Business Research project.

Mrs. Marcia Greenbaum has terminated her position as School Research Associate to become a full-time graduate student working toward a Master of Science degree. Marcia, ILR June '62, has been employed in the School's Research Division.

### NEW STAFF PERSONNEL

Two secretaries recently have been added to the Ford Foundation Retirement Study, with offices on the third floor of the Research Building.

Mrs. Shirley Varricchio, an Elmira, has worked for the past six years in the Animal Husbandry Department. She is the mother of two sons, ages  $2\frac{1}{2}$  and 8. Her husband is a state trooper attached to the Varna substation.

Mrs. Faith Twiggs, who hails from Arkansas, replaces Suzanne Jones. She, too, comes from the Animal Husbandry Department. Her husband is a doctoral candidate in Philosophy.

Mrs. Dorothy Scott of Trumansburg and Mrs. Suzanne Jones McEligot have resigned from their secretarial positions with the Ford Foundation study. Dottie is awaiting the birth of her second child. Suzie, who was married November 21, has moved to Olean. Her husband, Jack, is a student at St. Bonaventure.

Other part-time or temporary staff appointments include:

Mrs. Elinor Fischer, who is working part-time for Professor Maggie Blough of Extension. Elinor's husband is on the faculty of the Government Department.

Mrs. Ann Pendleton is working temporarily in Professor Konvitz's office. She will pinchhit while secretary Anna Lane takes a prolonged vacation to Florida. Ann and husband Dick have five children, ages 6 to 13.

Darleen Skiff is performing clerical tasks in connection with the School library's Chilean project. A native of Lawrenceville, N.Y., she has attended St. Lawrence University and Dutchess Community College.

Linda Whitman is taking over the work of Frances Egan, School Editor, which Fran is vacationing in Europe. Linda also serves as head resident at Pi Beta Phi.

### EXECUTIVE DEVELOPMENT SEMINAR

The second two-week unit of the School's Executive Development Seminar will begin January 20 for 11 executives who were on campus in July for the first two-week session.

Seminar director is Ralph Campbell, assisted by Vernon Jensen and George Hildebrand who serve as unit coordinators. Other faculty participating are Paul Breer, Leopold Gruenfeld, F. F. Foltman, Kurt Hanslowe, and Lawrence Williams.



#### GOVERNMENT CONFERENCES SCHEDULED

The School will conduct a series of seven on-campus conferences during the winter and spring for various State departments and for the U. S. Department of Labor.

Leading off the series will be three week-long seminars for the State Department of Labor's Division of Labor Standards: a Community Relations seminar February 10-15 led by Wayne Hodges; two Management Development seminars, March 3-8, and 10-15, conducted by Earl French.

Next scheduled will be two two-week Management Development seminars for the State Department of Mental Health, April 1-12 and May 6-17, chaired by Harlan Perrins.

A Staff Development seminar for the State Department of Taxation and Finance, led by Harlan Perrins, will follow May 19-24.

Lastly, Perrins will lead a week-long Executive Leadership and Management seminar for the U. S. Department of Labor's Bureau of Employment Security April 17-26.

#### THREE TAKE SABBATIC LEAVES

Three faculty members have been granted sabbatic leaves during 1963:

Ralph N. Campbell will be on half-time leave during the Spring and Fall semesters. During the spring and summer he will be working on the School's Executive Leadership programs and on other miscellaneous activities. During the fall months he plans to do writing in the field of management.

Gardner Clark will leave late this month to spend seven months in Europe studying the foreign economic policy of the Soviet Union. The first part of his leave will be spent in Switzerland and Italy. The latter portion, spent in Russia and Poland, will be financed by the Cornell Committee on Soviet Russia. Clark's family will travel with him.

Enil Mesics' leave will take him to Colombia, South America where he will conduct seminars, lectures and discussions with Colombian business leaders on their relations with trade union representatives. Sponsored by AID, the project is being backed locally by an industrial management group called Incolda. He plans to spend approximately three weeks in each of five major cities. Mrs. Mesics will accompany her husband to Colombia.

#### HOLIDAY FESTIVITIES AT ILR

Yuletide activities at the School included the annual Christmas party held December 15 at Noyes Lodge, an eggnog party for faculty and staff by Dean McConnell held December 21 in the Faculty Lounge, and numerous smaller gatherings.

The School's traditional party was complete with snow on the ground, frosted windows and a glowing fire on the Noyes' hearth. More than 100 faculty, staff and graduate assistants and wives and friends heard the heralded ILR Revuers\*\* vocally suggest scores of candidates for new Dean, among whom was Santa. Santa, (played by Fred Sington, complete with southern accent) read letters from staffers including Vernon Jensen's plaintive request for a "do-it-yourself" arbitration kit and Doris Stevenson's inquiry on "how to tighten the purse strings and still smile".

Round and square dancing plus lessons on the twist for Office of Resident Instruction staff were part of the fare. Thanks go to the committee on arrangements: Harriet Budke, Lou Eberhardt, Charlotte Gold, Robert Raimon, Jane Schoemann and Fred Sington.

\*\*Revue cast: Charlotte Gold, Marilyn Hickok, Kathie Kyle, June Schoemann, Virginia Tull, Walt Hauck and John Torode.



### IIR PROMINENT AT IRRA

Several IIRers took advantage of the Christmas vacation to both participate in and to attend the winter meeting of the IRRA in Pittsburgh.

Professors George Hildebrand and Ta-Chung Liu of the Economics Department were co-authors of a paper presented on "Manufacturing Production Functions: A Review and Another Attempt at Estimation." Professor Hildebrand also chaired a session at the American Economic Association meeting on "Principles of Economic Policy--Consistent and Inconsistent."

Professor Vernon Jensen gave a paper on "Hiring Arrangements and the Rule Making Process in European Ports."

Professor John Windmuller reported on "University Programs Abroad--The Changing Nature of University Industrial Relations Programs."

Professor Fred Slavick read a paper on "Older Workers in the Labor Market", prepared jointly by him and Dean John McConnell.

Professors F. F. Foltman and Lawrence Williams presented a paper on "A Study of a Depressed Area--Mineville, New York."

Others attending the meetings were Professors James Morris and William Whyte.

Professor Whyte was elected IRRA president for the coming year.

### EXTENSION TRAINING MATERIALS RECEIVE TRY-OUT

The first use was made of the new Extension Division training material, IIR Service Training Courses, at Utica on January 4 and 5. A group of 11 Machinists took the first two days of a four-day Instructor Training Course, "Teaching the Administration of the Collective Bargaining Agreement." The group will return February 8 and 9 for their second two days of training. They will then conduct local classes for stewards and committeemen in local unions of the IAM.

A second course, dealing with pension plans, will be offered to a group of Machinists at Utica early in March. This will not be Instructor Training, but part of a series of technical courses for use as background in connection with collective bargaining.

The material is being written by Sara Gamm, and it is being taught by George Brooks and Maggie Blough.

### REPORT FROM INDIA

Professor Leonard Adams, the School's Director of Research, is currently in New Delhi, as the first staff member to assist India with the development of a Central Institute for Labor Research. Under a Ford Foundation grant, the School is undertaking this program with the support of the Central Indian Government.

In late November, Adams wrote to Professor McKelvey as follows: "As you see we are still in New Delhi rather than in Bombay...Since the attack by the Chinese on October 20, the center of attention has been national defense. Bob Clark (a Ford Foundation employee) who has close contacts with the Planning Commission, has been feeding them ideas about manpower mobilization and I have put in a couple of suggestions too. One has to do with a unified system for reporting on production, manpower, industrial relations and other problems at the local level..."

For the past two years Professor Adams has been on sabbatic leave and a leave of absence to do research on public employment services.

# NEWS AND NOTES

Late this month Professor William Whyte will speak to the Peace Corps group now undergoing training at the University of Wisconsin. The trainees will ultimately go to Peru.

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Professor Harrison Trice will conduct a supervisory training program for the Marshall Space Flight Center at Huntsville, Alabama on January 26 and 27.

He is making periodic visits to two Baltimore hospitals to check on research being conducted on the relationship between the job and behavior disorders.

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Professor Eleanor Emerson attended a meeting of the Adult Education Association in Chicago in early December.

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Professors Harrison Trice and William Wasmuth carried on small business research in selected companies in the Greater Buffalo area December 6-7.

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Professor Harlan Perrins, Coordinator of Special Programs, spent December 6 and 7 in Washington planning on-campus programs with the Department of Labor's Bureau of Employment Security.

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Professor Lawrence Williams attended a Columbia University Seminar on Technology and Social Change January 10 to which persons from government, business and university from the East Coast were invited.

On February 16 he will speak on "Modern Technology and the Changing World of Work" at a meeting of the Chicago Cornell Alumni Association.

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Leone Eckert of the Labor-Documentation Center spent the holidays with a sister at Finland, Minnesota. There she enjoyed ice fishing and snow shoeing, and -32° temperatures.

Lee is currently taking a 16-week extension course in "History of Books and Libraries" conducted by the State University College at Geneseo. Eight sessions were given at Geneseo, and eight are being given at Corning Community College.

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Professor Maggie Blough conducted an extension course on Labor Law for the Poughkeepsie Trades and Labor Council during November and December.

Mrs. Veronica Shaw (and husband) spent the holidays visiting her parents near London. Veronica is assisting Professor Hildebrand with his economic research project.

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Isabel Thomas, secretary to the Dean, and husband Joe, spent several days during Christmas vacation visiting their son Bill, a cadet at West Point.

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Professor Robert Ferguson attended the dedication of the University of Illinois' new Labor and Industrial Relations building on November 29. Among dedication speakers was George Taylor of the University of Pennsylvania's Wharton School.

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Professor Kurt Hanslowe will spend the month of March in Austria teaching at the Salzburg Seminar. He will conduct a course on "Government and the Public Interest in Industrial and Labor Relations."

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Ardis Bowers of the Distribution Center spent several days during the holidays visiting her parents in Massachusetts.

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Frank Heroy of the Supply Room underwent surgery on his right hand at Strong Memorial Hospital in Rochester last month. The operation was one of several he has had stemming from extensive burns he received almost three years ago.

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Addie Tracy of Research Division is the owner of a new red Volkswagon, a present from her daughter and son-in-law.

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Two IIR secretaries from the past have visited us during the past week. First on the scene were Lee and Eli Reisman, with their two children, Joanne and Arthur. Their home is in Orange, California. Lee was a student wife at IIR for seven years.

Alice Duberman, who left IIR in 1952, was on campus while husband Dan attended the Veterinarians Conference. Alice, who was secretary for Professor Tolles, lives at Southampton on Long Island, and is the mother of three children.

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Professor Milton Konvitz was awarded the honorary degree of Doctor of Civil Law by the University of Liberia at the Commencement Convocation in Monrovia on November 27 and in absentia. The award was made by Dr. Rocheforte L. Weeks, President of the University and himself a Cornell Law School graduate.

# NEWS AND NOTES

Miss Frances Perkins was a discussant at a session on "Changing Views on the Relations between Social Welfare and Politics" at a meeting of the American Historical Association December 28-30 in Chicago.

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Professor George Brooks will discuss "Trends in Labor-Management Relations" at a mid-career training course for the Foreign Service Institute in Washington on January 29.

On February 5 he will lecture to a group of Eclipse Division, Bendix personnel at Elmira on "Governmental Intervention in Collective Bargaining."

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Professor Ralph Campbell conducted a session December 17 of the 30-session Extension course on "Union Leaders as Decision Makers" in New York City.

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Professor Alpheus W. Smith will speak on "Concepts of Human Nature, Motivation Theories and Implications and Applications for Management" to two groups on January 22 and 23 --a management development session for Amherst Lab of Sylvania Electric Products in Buffalo and the sixth session of New York Telephone engineers in a program conducted by the Cornell School of Electrical Engineering.

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Professor George Hildebrand attended a meeting in Washington November 14 and 15 of the President's Advisory Committee on Labor-Management Policy, called to discuss fiscal policy and proposed tax cuts. The Committee, composed of 21 members of labor, management, and the public, was expanded to 170 for the two-day meetings.

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Frances Eagan, School Editor, is enjoying her long-delayed European tour. IIRers have received cards from Austria and Switzerland in which she expresses pleasure in her journey, but does mention the cold weather.

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Administrative Assistant John Paterson was one of several from Cornell to attend a meeting of the Eastern Association of University and College Business Officers at Toronto on November 12 and 13.

Note: Paterson's name was inadvertently omitted from a list in the last FOI of those receiving 15-year Cornell service pins last fall.

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Dr. Temple Burling, on sabbatic leave in Ankara, Turkey, reports: "We are enchanted by Ankara which has lovely weather this time of year (September), endless trees and flowers and an appearance of zest and enjoyment. There is also plenty of the Middle Ages sandwiched in between great modernization."

His address is AID, APO 254, New York, New York



# NEWS AND NOTES

Connie and Jim Blyler of Richmond, California, are parents of their first child, Stephanie Ann, born November 2. She weighed 9 lbs. and 14 oz. Connie was formerly secretary to Professor Risley; Jim was member of the International Labor Training Program at IIR.

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Professor Arnold Tolles attended a meeting in Washington last month of the Interstate Wage Conference November 13-15.

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Professor William Whyte met in Newark, N.J. December 6 and 7 with Prudential Insurance Company's Committee on Research.

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Joyce, daughter of Professor and Mrs. Whyte, was married January 5 to Joseph Wiza of Philadelphia. Joyce is a social case worker in Philadelphia; her husband is a Ph.D. candidate at the University of Pennsylvania.

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Professors Vernon Jensen and Jean McKelvey will attend a meeting of the National Academy of Arbitrators in Chicago January 30-February 1. Professor Jensen will be a discussant.

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Several IIRers have or will participate in a management seminar for Westinghouse Electric at Elmira during the fall and winter. Included are Robert Ferguson, Earl French, Duncan MacIntyre, Robert Raimon, Harrison Trice, and Lawrence Williams.

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Professor Earl French will speak on "Professions vs. Organization: A Conflict in Research and Development", at the annual awards banquet of Sylvania Electric Products, Amherst Labs, Buffalo, January 12.

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A week-long educational conference for International Association of Machinists staff was held December 10-14 on campus, with Eric Polisar serving as chairman.

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Miss Frances Perkins, Vernon Jensen, and N. Arnold Tolles have been appointed to the President's Committee for the Department of Labor's 50th anniversary year which is being celebrated in Washington on March 4, 1963.