

# 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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September 1964

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## NEW APPOINTEES

Benjamin Aaron has been named Visiting Professor for the fall semester. He is director of the Institute of Industrial Relations at the University of California (Los Angeles) and professor of law.

He is author of The Legal Status of Employee Benefit Rights under Private Pension Plans and editor of several case books on labor law and employment relations. He has been a member of the National War Labor Board, a member of various fact-finding bodies and is an arbitrator. He recently was a member of an arbitration panel set up by Congress in the recent national railroad dispute.

Aaron has a A.B. from the University of Michigan and a law degree from Harvard.

The Aarons have two teen-age daughters and live at 143 N. Sunset Drive.

W. Duane Evans has been named joint professor of statistics at ILR and of economics in the Arts College. During the spring term 1963 he was visiting professor at ILR.

He has been employed in various posts with the Bureau of Labor Statistics, U.S. Department of Labor since 1939, including chief statistician and chief, Office of Labor Economics. He has a B.S. from Clarkson College.

In 1953 he received the U.S. Department of Labor award for Distinguished Service and the Rockefeller Public Service Award.

He is author of numerous papers and articles in the field.

The Evans have a daughter entering Cornell and a younger son. They live at 103 Highgate Road.

William W. Frank has been named assistant professor and extension specialist. For several years prior to his doing graduate work he was training director for Food Stores Division, Jewel Tea Company. Prior to coming to ILR, he was resident staff lecturer at Michigan State University. He has a B.A. and M.A. from Michigan and is completing his doctorate.

Jay Shulman has been appointed assistant professor in the Department of Organizational Behavior. Prior to coming to Cornell, he was a lecturer at New York University and a seminar associate at Columbia. He has taught at Columbia's School of General Studies, at the College of Physicians and Surgeons, and for the New York State Psychiatric Institute. He has taught at Grinnell College, Hofstra and Rutgers. He has served as consultant to the Council on Social Work Education, and to the Cornell University College of Medicine. He has been a research sociologist for Columbia and for the

New York State Psychiatric Institute. He is author of numerous papers and publications in his field. He has a B.S. and Ph.D. from Columbia.

The Shulmans live in the Raimon house on Mitchell Street.

Donn Coffee, formerly a part-time extension teacher, has joined ILR as extension teaching specialist to work in the Metropolitan New York Office. He holds A.B. and M.S. degrees from Columbia University. Prior to his recent appointment, he was an associate with Management Improvement, Inc. He also served as education advisor for the Joint Industry Board of Electrical Industries. From 1955 to 1957 he was an associate for Management Development Associates.

Ann L. Matthews has been named assistant reference librarian. She came from the Business and Public Administration School at Cornell, where she served as reference librarian. She has an A.B. from Wilson College and a M.S. in Library Science from Western Reserve.

Marta Fernandez has been named research associate to work with Professor William Whyte on Peruvian research. She has a Political Science and Sociology degree from the University of Salvador, Buenos Aires. She has taught school and has done research in Argentina. She is author of several publications, among them, The Family, Problems of Adult Education, Teacher Qualification.

James E. Huttar, ILR '62, has been appointed visiting lecturer for the fall semester. He will organize and present the case materials and lead the seminar on "Case Problems in Communication" under Professor Ralph Campbell's direction. He is employed as manager of Corning Corporate Communications Program for employees.

#### VISITING SCHOLARS

Tadashi Akamatsu will be a visiting scholar at the School during the academic year. He will conduct research in labor relations on security and disciplinary powers of trade unions, impact of Taft-Hartley Act, and relationship of unions to political parties. He is a researcher at the Japan Institute of Labor in Tokyo. His office is in Room 181.

Oiva Laaksonen is currently at ILR as Fulbright research scholar from August through April 1, 1965. He is studying the effects of office automation on the labor force and its training. He is currently director of the Department of Training and Social Welfare, Bank Training Center, Helsinki. He sits in Room 387C.

#### RESIGNATIONS

Two faculty members have resigned: Professor Earl French has accepted a position at Roosevelt University; Professor Maggie Blough is currently working on her thesis at her home in Connecticut.

#### DEAN CO-AUTHORS STUDY

Dean David Moore is co-author (with Orvis F. Collins of Michigan State University) of a research study entitled The Enterprising Man. The study is based on interviews with 110 founders of manufacturing enterprises established in Michigan between 1945 and 1958. The research was financed by a grant from the Small Business Administration. The Small Business study leading to the book was conducted and prepared under Moore's direction during the time he was professor of management in the Graduate School of Business, Michigan State University.

### DORIS STEVENSON IN HOSPITAL

Doris Stevenson, acting administrative assistant, is at the Tompkins Memorial Hospital recovering from an illness and accident which occurred August 9 as she was returning from Oneida to Ithaca, N.Y. She sustained minor cuts and bruises which are now healed. She is undergoing therapy in the rehabilitation part of the hospital. She is on sick leave and no definite date has been set for her return.

She wishes to thank everyone for the cards, gifts and visits from friends. And she will be happy to continue to receive visits from one and all.

### WORK GOES ON

During Doris Stevenson's absence Virginia Tull, administrative aide, has been assigned responsibility for general supervision of the office. Marie Honness and Margaret Mason have also taken on additional responsibilities for the time being. Karen Wooster, secretary to Professor Windmuller, now on sabbatic, is working in the Administrative Assistant's Office for the fall term, assisting Mrs. Tull.

### SCHOOL CONVOCATION HELD

ILR formally opened its portals with its annual Convocation of students, faculty and staff on Wednesday, September 23 at 11 o'clock in Ives Auditorium. Convocation speaker was Visiting Professor Benjamin Aaron of the University of California. He discussed compulsory arbitration, speaking of his recent experience as a member of the Arbitration Panel set up by Congress in the recent national railroad dispute.

New faculty members were introduced by Dean Moore, Professor Frank Miller, Director of the Office of Resident Instruction, presided over the presentation of awards to outstanding students, and Professor Alice Cook spoke briefly on the Cornell Convocation to be held October 9.

### EXTENSION DOINGS IN THE DISTRICTS

Metropolitan: Donn Coffee, now a full-time employee, conducted a two-part workshop, Designing and Conducting Your Own in-Plant Supervisory Training Program, for personnel line managers, during July and August.

Wallace Wohlking and wife Adrienne spent a month's vacation in Europe this summer. Wally is assistant director of the Metropolitan District.

David Gearhart, secretary to Mrs. Lois Gray, visited his home in Wales last summer.

Vincent Citarelli, part-time member of the office staff, and also a tenor, twice sang operatic arias at the New York State Pavilion at the World's Fair. He also sang at the Central Park Mall as part of the New York Summer Festival.

Herman Bloch's paper, "Negroes in Colonial New York: Institutional Setting for a Vicious Circle," was published in the April 1964 issue of Inter-racial Review.

Western: Richard Pivetz, district director, last July participated in a three-week workshop for university administrators of adult education programs at the University of Chicago. Attendees were from England, Canada, Nigeria, and all parts of the United States.

Capital: William Toomey, Capital district director, has been re-elected to the executive board of the National Catholic Social Action Conference at the annual meeting at Boston College.

He has also been elected vice president for the Eastern Region of the National Council for Small Business Management Development.



### ILR FALL CONFERENCES SET

Two groups from the State Department of Labor will meet in October, the week of the 4th and the 11th. Theme for the conferences is "Concepts of Leadership and Human Relations." Professor Harlan Perrins is conference chairman.

Also meeting the week of October 4 is the Joint Labor-Management Conference of the State Building and Construction Industry; civil rights will be the topic under discussion.

A conference on Employee Management Relations in Public Service is being held October 6 and 7; George Brooks is serving as chairman.

25 employees of the U.S. Bureau of Employment Security are meeting on campus for 10 days (October 14-23). H. Perrins is chairman.

The New York State Industrial Training Council, under the chairmanship of Dean Robert Risley, will meet October 28-30.

November brings a four-day management school for the New York State Water Utilities to be held the 3rd through the 6th. Perrins is chairman.

Conference on Civil Rights in Our Changing Society: New Responsibilities for Labor and Management is slated November 16 through 20. Former Dean John McConnell will be keynote speaker. He is now president of the University of New Hampshire.

### ALICE COOK CHAIRMAN OF CONVOCATION PLANS

The Cornell Convocation to be held October 8 and 9 which leads off Cornell's year-long centennial celebration, has a local, ILR angle. Professor Alice Cook is chairman of the committee in charge of this observance.

The Convocation will feature an academic process of about 1,000 Cornell faculty and visiting academicians (with ILR's Frank Miller serving as a marshall) and a Barton Hall dinner for 2,400 faculty and guests. Adlai Stevenson of the UN will be dinner speaker. Chief Convocation speaker will be Sir Eric Ashby, Master of Clare College, Cambridge University and former president of the British Association for the Advancement of Science.

### EXTENSION SECRETARIES MEET

The New York Metropolitan District Office played host to the other district and the Ithaca-based secretaries September 24 and 25. The group met in the New York offices on Thursday all day and Friday morning. Attending were Marianne Adler (Western District), Margaret Haynes (Capital), David Gearhart, Marjorie Goluskin, Hattie Schwartz, and Drusilla Watts (New York) and Priscilla Edsall, Eleanor Fairbanks, Judy Geiss, Carol Gerlach, Irene Grant, Max Maxine Henry, Eleanor Martin, June Smith and Virginia Tull of the Ithaca staff.

As an antidote to the work sessions, many of the group attended the current hit, "Hello, Dolly."

### RAIMON TO GENEVA

Professor Robert L. Raimon is spending a sabbatical year with the International Labour Institute as principal member of the Automation Unit, a branch of the ILO devoted to research on automation.

### TEDJASUKMANA VISITS ILR

Iskendar Tedjasukmana, Ph.D. '58, spent a few days on campus in mid-September. Under a six-month grant he is studying management training in the States. In his native Indonesia he is adviser to the Management Board of the Research Corporation, Department of People's Industry. He will visit other universities during his travels in this country.



### STAFF PERSONNEL CHANGES

Two of ILR's young male employees have defected to industry: Gordon Brainard of Materials Lab to IBM-Owego's reproduction department, and Jim Radzik of Distribution to Xerox's production line.

Replacing the two are George Hoffman, a '60 graduate of Odessa-Montour Central School (in Materials Lab) and Ronald Stark in the Distribution Center. George is a graduate of Morrisville Technical Institute and has spent six months in the National Guard. Ronald is a '60 graduate of Candor Central School, has spent three years in the Navy, mostly in the Mediterranean.

Mrs. Priscilla Edsall, an Ithacan, has joined the Extension staff as secretary to George Brooks and Sara Gamm. She is married, has a two-year-old son, and has formerly worked on-campus in the College of Home Economics.

Shirley Lee has replaced Margaret Byrnes as receptionist in the Dean's Office. A native of Watkins Glen, she is a 1964 graduate of Watkins Glen Central School. This past summer she worked temporarily for a lawyer.

Margaret Byrnes is working for an investment firm in New York City.

Mrs. Stephanie Gay has replaced Jane Shoemann in the Office of Resident Instruction. She is a graduate of Centenary Junior College and of Boston University, majoring in secretarial science. She worked part-time as a secretary while at Boston. Her husband is a second year law student.

Jane Shoemann will be married October 3 in Binghamton to Herbert Maas, a Cornell graduate. The couple will live in Mansfield, Penn., where Maas works for Agway.

Mrs. Sandra Neiss of Resident Instruction will begin a three-month maternity leave around November 1.

Mrs. Marilyn Hickok, secretary to Professors Carpenter, Cook and Korman is quitting in mid-November to await the birth of a child.

Change in assignment: While their respective bosses are on leave, Verma McClary will do secretarial work for Benjamin Aaron; Grace White will work for Donald Cullen.

### WHO SITS WHERE

This listing attempts to give the major shifts of faculty offices:

#### Ives, first floor

Gormly Miller, Room 163; Temple Burling, 161; Eleanor Emerson, 160;  
Mary Ann Coghill, 150

#### Ives, second floor

Donald Cullen, Room 259; Benjamin Aaron, 293

#### Ives, third floor

Duane Evans, Room 364; Jay Shulman, 365; Marta Fernandez, 370

#### Extension Building

George Brooks, Room 301, Priscilla Edsall, 300; Sara Gamm, 307;  
Judy Geiss, 200; William Frank 206

### PLENTY OF PH.D.'s

To our knowledge, this fall's complement of 23 doctoral candidates is the highest number ever at ILR. This, despite 23 per cent fewer applicants than in 1963. Of a total of 64 graduate students enrolled, there are 19 M.S. and 18 MLR students.

Fellowships have been awarded to the following graduate students:

Norman Coates, ILR Graduate Fellowship; Paul Goodman, Ford Foundation Master Fellowship; Allan Schwartzbaum, Owen D. Young Fellowship (G.E.); Walter Strange, Kennecott Copper Fellowship

NEWS FROM ABROAD

Below are excerpts from letters of three ILRers abroad on sabbatical leaves:

From Great Britain where Professor Wayne Hodges, wife and youngest daughter are spending the summer: "My interviews in England were excellent. All respondents were friendly, frank and helpful. Several had us to their homes, including at a country home with thatched roof...This happy summer consists of much more than working--mainly knowing London, Paris, and the English countryside. Our Peugeot goes manfully under the full Hodges burden, despite its tendency to run on the right when it should be on the left. By American standards English theatre is excellent and inexpensive and we average three or four plays or concerts a week...Here are two postscripts to the itinerary: two weeks in Ireland after we leave Edinburgh September 2, then a week's return to London."

From Geneva where Robert Raimon and family are spending the year: "For a week we are staying at a swank flat with two swimming pools overlooking all of Geneva. The flat belongs to an Indian princess, no less--the Princess of Palanpur. My kids will all be blase before they reach puberty..."

"I've joined the International Tennis Club and now Geneva is a splendid place. It's easier to get a game here than at Cornell..You'd love our (working) hours - 8:45 to 6:16 p.m...Every time I try to go some place by car I get lost and see new things."

The Raimon's address is 22 bis Ch. Vert, Pinchat-Carouge, Switzerland.

From The Hague, where the Windmuller family is spending a year:

"We are now established in a third and fourth floor walkup apartment quite close to the center of town...The children are in the American section of the International School where standards seem to be a bit higher than in Ithaca...The weather for the last three weeks has been phenomenally good for a country known for its overcast skies and almost daily rain.

"Tomorrow is a big day here: Prinsjesdag, the opening of Parliament with a speech from The Throne by the Queen. I have the almost unique privilege of a seat in the Ridderzaal (the chamber used by the Lower House), thanks to my Senatorial colleague."

The Windmuller's address is Amalia van Solmstr. 34, The Hague, Netherlands

Addresses for two other faculty members on leave are:

George Hildebrand, Industrial Relations Section, Department of Economics and Social Security, Massachusetts Institute of Technology, Cambridge 39, Mass.

Milton Konvitz, 19 Perry Lane, Menlo Park, California

HAWRYLUK RETURNS AS GRAD

Alex Hawryluk, BS'51, has enrolled as a doctoral candidate after spending the past four years teaching at William and Mary University. Until 1960, Alex had been at ILR as undergraduate and extension staff member since his undergraduate days. There were two years out for military service. He served in the Western, Capital and Metropolitan District offices.

ILR COUNCIL TO MEET

The ILR Council will meet at the Hotel Commodore, New York City on November 5 and 6.

## NEWS AND NOTES

Dean David Moore and Assistant Dean Robert Risley will attend a meeting of the New York State Council of Retail Merchants October 4-7 at Kiamesha Lake in the Catskills.

The Dean will spend the week of October 12 at the University of Puerto Rico meeting with university officials to discuss problems of industrial and labor relations.

On September 14 he addressed the Capital City Personnel Association on "The Role of the Executive."

On October 22 he will speak at Kalamazoo College, Michigan; theme of the conference is "The Changing World of Work."

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Professor James Morris will participate at a conference September 23-25 in Detroit on Education and Modernizing Nations co-sponsored by the American Council on Education and Wayne State University.

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On October 3 Cornell and ILR will play host to the Western New York Chapter, Special Libraries Association. Gormly Miller will be co-host; Leone Eckert will be program chairman. Professor Emil Mesics will speak to the group on "Philosophy of Management Development."

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Peg O'Neil of the Department of Organizational Behavior and Carol Gerlach of the Dean's Office bowl in the Cornell Women's League this fall. Peg is captain of the Rolling Stones; Carol bowls on the Challengers team.

### ALMA BOCH VISITS NORWAY

Mrs. Alma Boch, Ives Hall coffee-maker and giver-of-parties, had a heart-warming experience climaxing her recent 10-week trip to Europe. She spent much of her time in Norway, home of both parents. She visited cousins both in the city and in the country. To her amazement she found that the language came back to her so that she could converse with her relatives. One thing that pleased her was seeing a "kubestole," a chair carved from a single piece of wood, in her grandfather's former home.

Of the ten countries she visited, Alma thinks she liked Germany best, perhaps because it reminded her of the countryside around Ithaca. Here she visited relatives of her husband.

### ILR STAFF ORGANIZATION MEETS

The ILR Staff Organization met Monday afternoon, September 28 at 3 o'clock to nominate officers for the 1964-65 season. Mrs. June Smith, as chairman of the Education Committee, presided.

The first duty of the newly-elected Social Committee will be to plan the fall luncheon.

### ILR BOOK SALE

Don't forget ILR Book Sale of all ILR publications at great savings - October 13, 14, and 15, from 9 to 5 in the Distribution Center of the Research Building.



## NEWS AND NOTES

Professor Felician Foltman recently contributed a paper, entitled, "Unskilled Workers: The Dimensions of the Problem," appearing in The Personnel Job in a Changing World, published by the American Management Association.

A paper, "Public Policy in Apprenticeship Training and Skill Development," submitted by Foltman last October as testimony before a subcommittee on Employment and Manpower, was included in a published Committee Report.

On July 29 Foltman testified before the House Committee on Labor on the subject, Developing and Implementing a Dynamic Public Employment Service Program.

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Professor Vernon Jensen will discuss "Collective Bargaining Strategy" in New York City October 13 at the annual convention of the Beer Wholesalers Association of America.

He spoke September 24 at Harrison Hot Springs, British Columbia on "The Process of Collective Bargaining including Reference to the Longshoring and Maritime Industries" at the 1964 Pacific Coast Association of Port Authorities Convention.

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A daughter, Nellie Beatrice, was born July 29 to Bonnie and Lou Eberhardt; she weighed 8 lbs. 3 oz. Her father is the School's mail clerk.

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Professor Gardner Clark is chairman of the Cornell Committee on Soviet Studies, succeeding Professor George Fischer.

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Professor Eric Polisar of Extension spent two weeks in Panama last month teaching a two-week course in Union Leadership for the two Panama locals of the American Federation of State, County and Municipal Employees.

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Miss Frances Perkins is assisting Professor Alice Cook with the teaching of ILR 606, Labor and Government, 1927-1947.

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Professor Kurt Hanslowe spoke September 23 to the Michigan State Bar Association on "The Changing Typography of Labor Law."

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Donn Coffee of the Metropolitan District Office will discuss "Internal Union Communications" September 28 at Ballston Spa at a conference of Building Trades employees.

# NEWS AND NOTES

Professor Ned Rosen will conduct a one-day workshop October 16 in New York City on "Selection and Role of First-Line Supervisors."

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Professor Harrison Trice will teach a similar workshop in New York October 9 on "Selection and Placement Techniques for Personnel Specialists."

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Professor Robert Doherty spoke August 24 on "Goals of Professional Organizations in the Employment Relationship" before the Rochester Teachers' Association.

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Terry and Ken Rykhost are parents of a daughter, Deborah Lee Ellen, born September 2 in Ithaca; she weighed in at 8 lbs. 15 oz. The "Lee" in her name is in honor of Leone Eckert of the Documentation Center. Mother Terry formerly worked there.

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Kathie Freese and husband are soon moving to his father's 300-acre farm near Hector where the Freeses will raise Ayrshire cattle. They plan to eventually build a new home on the farm. Kathie is secretary to Professors Mesics and Trice.

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Professor Harlan Perrins traveled to Scottsdale, Arizona September 23-26 to speak on Personnel Administration at a conference of the Club Managers Association of America.

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Professor William Friedland is author of an article appearing in the October issue of Social Forces, titled "Charisma and Social Change in a Developing Society."

Friedland's book on African Socialism, published last May by Stanford University Press, is also being published by Oxford University Press.

The Friedland family visited Europe this past summer, including a visit with relatives in England.

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Professor William Whyte is currently spending two weeks in Peru, in connection with his research project there.

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Professors Paul Breer and Harrison Trice attended meetings in Montreal of the American Sociological Association in early September.

# NEWS AND NOTES

On October 21 Professor Lawrence Williams will discuss automation with Indiana Cornellians at Indianapolis.

A week later he will talk on "Problems of Management Development" at the annual conference of Air Line Maintenance Officials in Washington, D.C.

In mid-November he will discuss automation and job possibilities at a meeting in Detroit of the National Crippled Children and Adults Society.

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Professor William Wasmuth will speak November 6 at a meeting in Syracuse of the American Institute of Industrial Engineers on "Manpower Problems in Growing Small Businesses."

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Professor Emil Mesics is currently teaching a 12-session extension course for IBM-Endicott on "Modern Trends in Management." On September 25 he will discuss volunteer leadership training with members of the American Camping Association.

Mesics will discuss management development in Buffalo on October 22-23 with the Carborundum Corporation and will conduct an extension course on Performance Appraisal with a group of industrial managers in the Buffalo area.

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During August Professor Harrison Trice conducted seminars on alcoholism in Georgia and Florida.

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Dean David Moore spoke September 14 at a meeting of the American Accounting Association at Bloomington, Indiana on "The Behavioral Scientist Looks at the Accountant."

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Leone Eckert of the Labor-Management Documentation Center is spending the latter half of September vacationing at the home of her sister in Finland, Minnesota. She plans to get in some good fishing.

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Professor Leonard Adams attended a meeting in New Orleans September 8 of the Council for Professional Advancement of the International Association of Personnel in Employment Security.

On September 16 he discussed Employment Security at the University of Michigan, Ann Arbor.

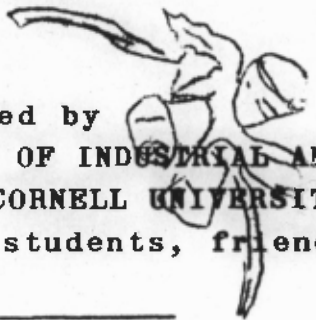
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William A. Toomey, director of the Capital District Office, attended the annual conference of Associated Industries of New York State at White Face Mountain.



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## PROBLEM EMPLOYEE STUDIED

The School, in cooperation with the Tompkins County Mental Health Association, held a one-day, on-campus program November 30 titled "The Problem Employee: A Seminar in Mental Health." Professor Harrison Trice discussed such problems as business and mental health risks and recognition of the emotionally disturbed employee.

During the afternoon session Dr. Howard Feinstein, a local physician, discussed "Shakespeare Looks at Mental Health." Twenty-seven representatives of local business, industry, and education attended the meeting.

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Twenty employees from the New York State Department of Labor will arrive on campus January 10 for the third and final session in a three-part Management Seminar. Topic under discussion will be Communications Concepts and Techniques.

## TWO VISIT CHILE

Dean David Moore and Professor James Morris, Director of the School's Division of International Activities, are spending 10 days in Chile. Their purpose is to evaluate the School's Chilean Project at the University of Chile in Santiago. The project, which will terminate next fall, is being appraised by the Dean and Morris in terms of training, university teaching, research, extension, and library development.

This is the Dean's first visit to Chile. Morris, who preceded the Dean to Chile by a few days, paid short visits to Peru and Bolivia.

## VISITOR FROM KOREA

Mrs. Kim Sun-kyu, librarian for the Federation of Trade Unions in Seoul, Korea, is spending two months at the School, studying our Library facilities.

## PARTY, PARTY

You who have been the recipient of those clever notices circulating about know about the Christmas party for faculty, staff, and graduate students December 12 in the Statler Exhibition Room from 8:30 til 12. Now all you have to do is grab your wife, husband, friend, (or no one) and come. We'll be looking for you.

### TO DISCUSS CIVIL RIGHTS ACT

The Western District Office has scheduled a one-day conference in Buffalo on January 14 to examine the provisions of Title VII of the Civil Rights Act: The Effect of the Equal Opportunity Law on Management and Labor Relations. The sessions will consider possible changes in employment and union membership practices which will be necessary.

Assistant Dean Robert Risley and Professor Kurt Hanslowe will chair the sessions, while Visiting Professor Benjamin Aaron and George Fowler '48, Chairman of the State Commission for Human Rights, will be among the speakers.

### DECEMBER MEETINGS

The winter IRRA meeting will be held December 28 and 29 in Chicago. Professor William F. Whyte will chair a session on Labor Participation in Management. Others attending include Felician Foltman, Vernon Jensen, William Wasmuth, and Paul Goodman and Joe Alutto.

The School's statisticians, Philip McCarthy, Isadore Blumen and Duane Evans will attend meetings of the American Statistical Association meeting also in Chicago at the same time as IRRA.

### STAFF ORGANIZATION IS ACTIVE

The ILR Staff Organization started off an unusually active season with its fall luncheon held at the Red Carpet. Fifty ILRers gathered in the semi-dark for a buffet type luncheon on October 27. The newly arrived staffers were introduced by Virginia Tull and those leaving were bade goodbye.

In late October members of the Organization heard Mrs. Donald Holcomb of the Ithaca League of Women Voters discuss "Facts for Voters." After hearing her discuss the state amendments and proposition to be voted on, her listeners felt really informed.

Professor Gardner Clark showed his most recent pictures of Russia to the staff on November 20. It was interesting to note the improvement in dress and general living conditions of the Russian people in the recent pictures compared with the pictures shown five years ago.

The Staff Organization will hold its December meeting and Christmas party on December 17 from 2 to 5 pm in the Conference Center. Professor Leonard Adams will show slides of his recent stay in India. Following the showing, punch and cookies will be served.

### NEW STAFF OFFICERS NAMED

The following slate of officers for the Staff Organization was elected: Education Committee, Grace White (chairman), Karen Wooster, Bobbi Mick; Secretary, Ellen King; Social Committee, Carol Gerlach (chairman), Ann Albertsman, Marie Honness.

Verma McClary was chosen to replace Virginia Tull on the Staff Personnel Policies Committee which holds regular meetings with the Dean.

### TO ASSIST IN CATALOG UNIT

Judith Komor, who has a Master of Library Science degree from Syracuse University, is employed part-time in the Library's catalog unit. She is mother of three small children and the wife of Peter Komor, local psychologist.

#### STAFF PERSONNEL CHANGES

Mrs. Elsie Cole has replaced Marilyn Hickok as secretary to Professors Carpenter, Cook and Korman. A graduate of Odessa Central School, she and the family live in Odessa. The Coles have two daughters, ages 9 and 10. Elsie has previously worked on campus in the Registrar's Office and at the BPA School. Her husband works at GE, Elmira Heights.

Pinchhitting for Marilyn Petricola in the Library's Circulation Unit is Mrs. Marj Bushaw. Mrs. Bushaw was graduated from Van Etten Central School, but has lived in Ithaca for many years. Marj has formerly worked for the Electric and Gas Corporation and for the Tompkins County Mental Health Clinic. The Bushaws have two sons, ages 6 and 7. Mr. Bushaw works in Cortland.

#### TWO ILR PREXIES MARCH

Marching in the academic procession at Cornell's Convocation on October 9 were two college presidents formerly at ILR. John W. McConnell, president of the University of New Hampshire, former ILR professor and dean; and C. Arnold Hanson, president of Gettysburg College, former director of the Office of Resident Instruction.

#### ILRers TO WED

The ILR library provided the meeting ground for Karen de Long of the Library Circulation Unit and Dick Mason, former ILR library clerk. The two plan to be married next June and will live in the Triple Cities area where Dick is a Harpur College sophomore. He is the son of Mrs. Margaret Mason of the Fiscal Office.

#### ILR COUNCIL MEETS

Sixteen Council members joined eight ILR faculty in attending the Fall Council meeting held November 5 and 6 at the Hotel Commodore in New York City.

Following an opening reception and dinner, the School's program for 1964-65 was discussed, including such topics as meeting the population pressure, recruiting graduate students, and increasing sponsored research.

The following morning, Professors Cook, Cullen and Jensen reported on research and writing in the School's Department of Collective Bargaining, Labor Law and Labor Movements.

#### FORUM ESTABLISHED

ILR School is represented on a newly-created, permanent Student-Faculty Administration Forum by Professor W. Smith and Stephen B. Moldof '66. The function of the Forum is to study any matter appropriate to furthering excellence in education at Cornell, and to make recommendations to the appropriate University body. It has neither legislative power nor jurisdiction.

The Forum has 18 members, including one faculty member from each of the undergraduate colleges, one undergraduate from each college appointed by the Executive Board on advice of the college student councils, and two graduate students, William R. Keast, vice president for Academic Affairs, and John W. Summerskill, director of the Sloan Institute, for the vice president of Student Affairs. The Forum has held an organizational meeting.



## NEWS AND NOTES

Professor Ronald Donovan of Extension chaired a two-day conference for Council 50, American Federation of State, County and Municipal Employees October 31-November on campus.

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Visiting Professor Benjamin Aaron spoke on campus November 6 on "Varieties of Arbitration Experience" to the Upstate Regional meeting of the National Academy of Arbitrators. Professor Jean McKelvey was in charge of arrangements.

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Office of Resident Instruction staffers Frank Miller, Donald Dietrich and Laura Keenahan attended the New York State Deans and Guidance Counselors annual conference at Kiamesha, November 8-10. Two days later Mrs. Keenahan and Mr. Dietrich spent two days in New York City interviewing Early Decision applicants.

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Two ILR graduate students are teaching extension courses: Alex Hawryluk is conducting a series for Westinghouse Electric Corporation in Elmira and one for Oneonta Industries. William Button is administering a "Mantrap" program for the Capital District.

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Professor Felician Foltman spoke to the Industrial Relations Association of Buffalo and the Niagara Frontier November 10 on "Management Performance Appraisal: The State of the Art."

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Donna and Herbert Oestreich are parents of their first daughter, Heidi Gae born November 12; weight 7 lbs. 2 oz. Herb is a graduate assistant working for Professors Whyte and Williams.

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Dean David Moore spoke November 20 at Drury College, Springfield, Missouri, at a Management-Employee Relations Institute. His topic was "Problems of Adjustment to Change."

On January 12 he will attend a meeting of the Governor's Advisory Council on Occupational Safety in New York City. Moore is Council chairman.

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Carol and Bob Gerlach will spend the holidays with relatives in their native Oklahoma. They plan to leave Ithaca December 21 and return January 4. Carol is secretary to Assistant Dean Risley.

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Professor Maurice Neufeld is a member of President Perkin's newly-appointed Committee on Creative Arts to study Cornell's responsibility in all areas of the arts and fine arts.

NEWS AND NOTES (cont'd.)

Russell Duino, ILR Reference Librarian, attended the Eastern Conference of College Librarians in New York City late last month.

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Professor Arnold Tolles is currently visiting nearby colleges, including LeMoyne, Hamilton and Harpur, to talk with faculty and students regarding recruiting graduate students for the ILR School.

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Professor William Whyte presented a research paper in Detroit last month at the Anthropological Society meetings. The title of his paper was "The Use of Questionnaire Surveys for Community Studies of Culture Change and Economic Development."

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Professors Ned Rosen, Lawrence Williams and Felician Foltman have co-authored an article titled "Motivational Constraints in an Industrial Retraining Program" to appear in Personnel Psychology next spring. The piece is based on the authors' experience with Xerox's re-training program.

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Russell Hovencamp of Materials Lab spent a week's vacation in mid-October in pursuit of small game. Frank Heroy, in charge of the Supply Room, picked the wrong week to go deer hunting. The season was postponed because of the drought.

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ILR's Kurt Hanslowe played the role of the head priest in the Ithaca Civic Opera's production of Mozart's "The Magic Flute" in early November. His wife, Nan, was one of three spirits.

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Visiting Professor Benjamin Aaron has been appointed a member of the National Commission on Automation, Technology and Economic Progress. The Commission is scheduled to complete its report by 1966.

Aaron will shortly tape a speech for the Voice of America titled "Dispute Settlement in the U.S.: The Grievance Procedure and the Role of Voluntary Arbitration." This is part of a forum series devoted to American labor.

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Doris Stevenson, acting administrative assistant, has returned to the Rehabilitation Center of the Tompkins County Hospital for further therapy after a month spent at her sister's home at Bradford, Penn. She will welcome visitors and cards.

NEWS AND NOTES (cont'd.)

Assistant Dean Risley spoke at Rockland Community College in early October at a conference on College's role as an instructional center for business employees. Attending the conference was new SUNY president Samuel B. Gould.

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Sandra and David Neiss are parents of a daughter, Dawn Marie, born Octobrr 29; she weighed 7 lbs. 5 oz. Sandy is on a three-month maternity leave from the Office of Resident Instruction.

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Marilyn and Lou Petricola are parents of their first child, Maria, born November 22. She weighed 5 lbs. 8 oz. and arrived three weeks early. Marilyn is on leave from her position in the Library's Circulation Unit.

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Director of Research Leonard Adams is currently donating his consulting services to the International Association of Personnel for Employment Security. IAPES is in process of developing an academic program for persons wanting to upgrade themselves. ILR has made a proposal for on-campus instruction to implement such a program.

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Professor Lawrence Williams is serving as consultant for the Department of Health, Education and Welfare, reviewing the Manpower, Development and Training Act sites on the East Coast. He discussed this work at a meeting of faculty and graduate students on December 4.

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Assistant Dean Risley attended the annual meeting of the Adult Education Association November 16-18 in Milwaukee. In mid-December he will speak before the Buffalo Chapter of the Industrial Training Council of New York State.

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Karen Wooster has joined the Cornell Women's League bowling team, The Challengers, along with Carol Gerlach, and Laura Relyea of the Reading Study Center. Carol reports that she has joined in women's skating at Lynah rink.

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On October 30 Professor Emil Mesics conducted the first of four inter-related workshops for 22 line managers from Western New York companies. His topic was "Appraising Performance in a Management Development Program." Professor William Frank of Extension led the second session December 4; workshops three and four have been tentatively set for February and March.

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Professor Donald Cullen was guest speaker October 22 at a meeting in Auburn of the Builders Exchange Council.



Miss Frances Perkins, ILR visiting lecturer, attended the 30th anniversary of the Bureau of Labor Standards in Washington on November 17. She spoke informally during the morning session on what the Bureau has done to promote labor standards.

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Donn Coffee of the Metropolitan District Office represented the School at the installation of Dr. Seymour Eskow as president of Rockland Community College.

He also spoke on "Managing Personal and Work-Group Conflict" at the Labor Rehabilitation Study Group of the New York City Central Labor Council, and to the Honor Society of the Fashion Institute of Technology on "Barriers to Delegation in Student Organizations."

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William Toomey of the Capital District and William Frank of the Ithaca resident ILR staff met with a number of personnel directors to plan a series of personnel seminars for private industry in the Capital District Area.

Mr. Toomey spoke on "The Services of the Department of Labor that Can be Utilized in Teaching College Level Courses" November 17 at a College Conference sponsored by the U.S. Department of Labor at Union College.

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Professor Ralph N. Campbell addressed the Industrial Club of Syracuse November 10 on "Current Challenges to Management."

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Lee and Eli Reisman are parents of their third child, David, born September 12 at Orange, California. His mother, Lee, formerly worked in the Administrative Assistant's Office.

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Assistant Dean Robert Risley and Professor William Frank spoke to the Niagara Frontier Chapter, American Society of Training Directors: Frank spoke November 23 on "Management as a Communications System," and Risley December 14 on "ITC Interest in Co-sponsoring a Training Conference."

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Eleanor Vogel, part-time Metropolitan District secretary, recently visited Spain where she enjoyed bullfights and flamenco dancing. Other ports-of-call included the Casbah in Casablanca, Portugal, and Majorca.

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Three ILR faculty--Professors Ned Rosen, Harrison Trice, and Harlan Perrins are participating in a series of personnel workshops in the Metropolitan area. Subjects covered are, respectively, "Selection and Role of Firstline Supervisors," "Developing and Administering an Effective Wage and Salary Program," and "The Alcoholic in Industry and the Role of the Personnel Specialist."