



The ILR School at Fifty

Voices of the Faculty, Alumni & Friends

Compiled by
Robert B. McKersie
J. Gormly Miller
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Edited by
Elaine Gruenfeld Goldberg

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Dedicated to the Memory of
J. Gormly Miller
1914-1995

PREFACE

How did this volume come into existence? Well, several of us thought it would be fun to create (and to read) a collection of reflections on the first fifty years of the ILR School. Little did we realize when we commenced this project several years ago that what we thought might be a scrapbook of 60-70 pages would grow to a fairly sizeable volume.

A few words should be said about how we proceeded. Initially, we contacted the recipients of the Judge Groat Alumni Award, as well as former deans and founding faculty to ask them to record their thoughts about the school. Then other names were suggested as potential contributors and the project gained momentum, as well as volume. En route, for example, we realized that it would be important to present information about the various departments and divisions of the school. Perhaps because of our procedure the volume has a sort of time warp. Many of those who contributed have memories from the "old days"; few describe more recent generations. After all, it takes time to make enough of a mark to qualify for consideration for a Groat Award, and recent grads are busy making history, rather than remembering it. Thus, this is something of a nostalgia trip and leans heavily on the early years.

We hope, nevertheless, that the volume conveys a sense of the evolution and impact of the school over its first fifty years. It makes no attempt to tell the whole story, nor to be a complete history, and we certainly have left out some events and experiences that readers will recall for themselves as especially poignant. We have attempted to capture the essence of the school's history and to be as accurate as possible. Memories may differ, though—or, indeed, be somewhat faulty. And we apologize if this roundup of perspectives has distorted "the way it really was."

We are very grateful to all those who contributed, both for their time and for their willingness to share their memories. In assembling the book, we have sorted and edited most contributions in order to create a cohesive unit; however, to those few contributors who expressed a strong desire to retain their own wording we have acquiesced.

We owe a special debt of gratitude to the family of Emmet O'Brien for allowing us to draw liberally from his unpublished biography of Irving Ives. We are thankful too to have been given the go-ahead to use several lengthy quotations from William Foote Whyte's *Participant Observer*, © 1994—which we gratefully use by permission of the publisher, Cornell University Press. In addition, we would like to thank Cornell University and the ILR School for providing us with irreplaceable photographs from both their valuable Archives Photograph Collection and

Office of School Relations Photographs held in the Catherwood Library's Labor-Management Documentation Center.

We would also like to thank those who contributed dollars for this project and to express our appreciation to Dean David Lipsky who decided to go ahead with publishing this volume in an era of very austere budgets. It is our hope that this roundup of reflections will both kindle memories of the school and stimulate interest on the part of future generations of "ILRies" who have not yet shared in its special history.

We need to add a note, however, about our colleague, friend, and collaborator, J. Gormly Miller, who passed away shortly before this book went to press. Gormly contributed greatly to this volume, both in the number of pages he created and in the leadership role he played from the project's inception. Gormly's help in accessing the library archives enabled us to get our arms around the ILR story. Furthermore, he recruited contributors, reminded them about their deadlines, and served as our home base in Ithaca.

Gormly brought to this enterprise a dedication and zestful spirit that characterized all of his undertakings throughout his long and remarkable career. Despite failing health, he journeyed to the office each day to log in for e-mail messages and to check on the progress of our project. We miss him, and we dedicate this volume to his memory.

The Compilers

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