

## Foreword

Robert B. McKersie

These six superb essays were presented at a major event of the School of Industrial and Labor Relations held in New York City in early December 1975. The event commemorated the thirtieth anniversary of the School; the first classes were held in November 1945.

The concept of a seminar for alumni from the greater New York City area was conceived by James E. Huttar, director of special programs and school relations, and Maurice F. Neufeld, professor of industrial and labor relations. Professor Neufeld organized the presentations and has written the preface that follows. Since he has omitted the biographical lines that would apply to himself, it would be appropriate to note that Professor Neufeld was on hand when classes opened in November 1945, served as a key leader of the School during its formative years, and has been a respected and sought-after counselor and thinker across the campus and beyond to the corporate world. His writings, both literary and historical, have been of the highest quality.

In addition to Professor Neufeld, three of the other authors were on hand when the School started or joined the faculty shortly thereafter, namely, Professors Vernon H. Jensen, Milton R. Konvitz, and Jean T. McKelvey. The other two authors, Professors Alice H. Cook and George W. Brooks, joined the faculty in 1952 and 1961, respectively.

All six individuals have served in the Department of Collective Bargaining, Labor Law, and Labor History. All have retired or are

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retiring this year from active service with the School. Therefore, one purpose for holding the seminar was to celebrate the ending of an era.

The seminar had another purpose, to launch a development project under the name of the Founders Program as a way of perpetuating the basic principles of the School, that is, the synthesis of academic and practical learning that these six people have so amply exhibited during their impressive careers at the ILR School.

With the founding of the School by the New York State Legislature thirty years ago, a new form of instruction appeared on the American scene, an unusual blend of academic excellence and practical experience. All six of these individuals have been involved in the larger world of arbitration, consulting, public service, and organizational leadership. At the same time, they have served the School brilliantly through their publications and their inspired classroom performances. It is this combination of the applied and the academic that the School seeks to preserve for future generations of students.

As far as the academic element is concerned, over the past several years the School has recruited two young labor historians, one young collective bargaining specialist, as well as a senior faculty member who is an expert in public policy. These new faculty members have already made a valuable contribution to the School in their research and teaching activities.

The Founders Program seeks to make a different type of contribution to the renewal process that the School is experiencing and will be experiencing for some time in the future. The Founders Program was conceived by Donald Chatman (at the time director of

development) and a small group of alumni who were looking for a way to keep the applied dimension uppermost in the curriculum. It was out of their creative thinking that this development program emerged.

Over the next three to five years, the Founders Program seeks to raise between \$250,000 and \$500,000 to endow three new programs: a series of visiting lecturers, a regular schedule of distinguished visitors, and an internship program for each undergraduate.

A Visiting Lectureship Series already has been established to bring experienced practitioners to the School who will work in partnership with regular faculty members. During the spring semester 1976, this course was offered for the first time under the guidance of Professor James Gross. It focused on the subject of advanced arbitration. Similar courses, rotated through other subject areas and departments of the School in subsequent semesters, will bring distinguished guests to the campus throughout the entire School year.

The Distinguished Visitors Series will formalize the long-standing but infrequently used practice of bringing to the School, for short periods of time, individuals who have distinguished themselves in top policy positions in the field. Many alumni will remember Madam Frances Perkins, the Secretary of Labor under President Franklin Roosevelt, who took up residence in the School to do research and write. The purpose of this program is to bring to the campus, for as short a period as a week or as long a period as a month, a distinguished visitor who will be available for discussions both in and outside the classroom.

The Internship Program will provide financial assistance to students engaged in off-campus field projects and internships.

Over the past several years, between six and ten students have been engaged in a variety of internships each semester. Most of these field experiences have been located in Albany and New York City. The Founders Fund hopes to expand this program so that each undergraduate will be able to spend a semester in an internship in a business, union, government agency, or organization where the practice of industrial and labor relations can be studied firsthand.

In closing, I would like to express the appreciation of the ILR School, its faculty, staff, students, and alumni to the six individuals whose papers appear in this volume for their talented and dedicated service to the School over the past thirty years. These essays illustrate that these individuals are very much with us and we look forward to benefiting from their work and wisdom in the years ahead.