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Abstract
An official publication of the ILR School, Cornell University, “for the information of all faculty, staff and students.”

Keywords
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Comments
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SECOND ANNUAL CONFERENCE OF PLANT TRAINING DIRECTORS OPENS TODAY
INDUSTRIAL TRAINING LEADERS COME TO CORNELL

Over forty leaders in the plant-training field will attend the opening session of the Second Annual Conference of Plant Training Directors at Willard Straight Hall this afternoon.

The Conference will open with an address on "The Need for Economic Understanding" by N. Arnold Telles, Professor of Industrial and Labor Relations of the School. Allen B. Gates, Director of Training at the Eastman Kodak Company of Rochester, N.Y. and William Machaver, Assistant Training Director of Johnson and Johnson, New Brunswick, N.J., will then report experiences in handling training programs on industrial economics.

The Conference, planned and supervised by Professor Lynn A. Emerson, Professor of Industrial Education at the School, features 17 leaders in the field of industrial training administration as speakers and discussion leaders tomorrow and Friday. The Conference theme is "Developing Understanding of Basic Industrial Economics". The theme "Development of Desirable Attitudes in Industrial Human Relations" was last year's plant-training directors' conference subject. "The practice of confining discussion to one topic worked well last year," Professor Emerson stated.

Chairman of tomorrow morning's session will be Earl McConnell, Director of Training for Bausch and Lomb Optical Company of Rochester. Reports on training programs in industrial economics from Daniel Rochford, in charge of Management-Employee Communication at Standard Oil Company (N.J.), Earl H. Weigle, Assistant to the Vice President of the Pennsylvania Bell Telephone Company of Philadelphia, and L. Dent Jenkins, General Personnel Manager of the Harrison Radiator Division of the General Motors Corporation at Lockport, N.Y. will occupy the morning. A luncheon of the New York State Training Council will follow, featuring as Chairman Frank H. Welsh, Jr., Head of the General and Vocational Education Division of International Business Machines Corporation of Endicott, N.Y.

Afternoon discussions on the subject of "Wages-Profits-Prices" will present both management and labor points of view. The discussion group on management's point of view will be moderated by James W. Chapman, Supervisor of Training of ANSCO, Binghamton, N.Y., the principal speaker Neil Carothers, Dean of the School of Business Administration of Lehigh University in Bethlehem, Pa. The group discussion on the union point of view will have as chairman Charles T. Schrage, Employment Engineer of the New York Telephone Company. Morris Iushewitz, Research Director of the New York State C.I.O. Council, will present the union position as principal speaker.
Friday's activities will be under the direction of Milton C. Towner, Director of Training, Carrier Corporation of Syracuse, N.Y. Sterling W. Mudge, Training Supervisor of Socony-Vacuum Oil Company of New York will serve as Panel Leader of a discussion of the subject: "Analysis and Appraisal of Materials and Methods Presented During the Conference". Panel members will include Herman S. Hall of Remington-Rand, Inc., J.E.D. Hastie, Carborundum Company, S.S. Santmyers, Training Consultant, Herbert T. Schwartz, Mohawk Carpet Mills, Frank H. Walsh Jr. of International Business Machines, and Geoffrey Maclay of the New York State Education Department.

The closing address of the three-day conference will be given by Alpheus Smith, Professor of Industrial and Labor Relations of the School, Friday at 11 A.M. The subject of his address will be "More News of Life".

ADULT EDUCATION PROGRAM OF EXTENSION DIVISION REACHES 22,000.
THE CAMPUS OF OUR SCHOOL IS THE STATE OF NEW YORK.

The adult education program of the extension division of our School reached over 22,000 people in 42 cities in the past twelve months, Dean Catherwood has announced.

The practice of bringing education directly to the people of the State is one of the major policies of the School. In the past twelve months, from July 1, 1947 to June 30, 1948, the School conducted 124 programs with 5,789 registrations in 18 cities. In addition to this, 149 talks were made in 42 places to a total of 15,792 people and more than 400 people attended the two conferences held in Ithaca.

This program was carried out by a staff of 80, 25 of whom were of the staff of the School of Industrial and Labor Relations. 8 were of the staffs of other colleges at Cornell, and 47 were part-time teachers who also held positions in labor, management, government and professional fields. The full-time members of the extremely active extension division team were Professor Alpheus Smith, Effey L. Riley, Eleanor Emerson, John Thurber and Lois Spier Gray.

The lecture-series which were open to labor, management, and the general public reached a total of over 100 people. These lectures were given by members of the School staff and leaders in industry and labor on related subjects in the field of industrial and labor relations.

Seventy four school classes were offered to 2,955 people, and 44 specialized projects in education established at their request of labor, management, or joint labor-management groups reached 1,588 people.

Favorite classes of the public were the courses in "Human Relations in Industry" and in "Labor Law". 830 people attended the 17 classes in "Human Relations in Industry" and 706 attended the 22 classes given in "Labor Law". Other popular classes were "Shop Steward's Training", "Parliamentary Law", "Personnel Management", and "Collective Bargaining".

The full list of courses include, in addition to the ones just listed: "Introduction to Industrial and Labor Relations", "Labor Economics", "Role of Foremen", "Technical Institute Education", "Job Analysis", "Time Study", "Audio-Visual Methods", "Labor, Management and the Community", "Film Forum" and "Accounting and Business Data in Industrial and Labor Relations".
LLOYD LEZOTTE OF INSTITUTE OF INTER-AMERICAN AFFAIRS
SPEAKS BEFORE VITA LAST NIGHT

Lloyd LeZotte of the Institute of Inter-American Affairs spoke before VITA, the Vocational, Industrial and Technical Arts Association of the students of Cornell last night on the subject "The Program of Industrial Education Carried On By the Inter-American Institute". Mr. LeZotte headed two of the Inter-American Institute's programs, one in industrial education with the Brazilian Ministry of Education and one in vocational agriculture with the Brazilian Ministry of Agriculture. Before joining the staff of the Inter-American Institute, Mr. LeZotte was director of industrial education in the Department of Education of Puerto Rico.

FIFTEEN SOCIAL SCIENCE TEACHERS VISIT THE SCHOOL

A week ago today fifteen teachers of social science subjects from New York and nearby states visited the School of Industrial and Labor Relations. The fifteen teachers are attending summer session classes of Loretta Klee, Director of Social Studies in the Ithaca Public Schools, and Dr. Frederick H. Stutz, Assistant Professor of Education.

Professor James Jehring demonstrated audio-visual aids to the group, showed a film "Does It Matter What You Think", a slide film "The Man In A Cage", and recording a case in human relations in industry. Professor Earl Brooks, Secretary of the School, talked briefly and answered questions of the group, and Miss Ardemis Kouzian served tea.

It has been said that public relations may best be defined as "people". The Public Relations Office likes that definition, and takes its hat off again to the sterling efforts of Professor Effey Riley, a veteran social science teacher herself, who engineered the visit.

Two of the visiting social science teachers returned to our library to do research the following day and many asked about the possibility of pursuing graduate work at the School.

MICHAEL YOUNG, RESEARCH DIRECTOR OF THE BRITISH LABOR PARTY,
WILL SPEAK AT CORNELL IN AUGUST.

The first week in August one of the outstanding members of the British Labor Party will be a guest speaker on the program of the University Summer Session Lecture Series. Michael Young, formerly on the staff of "Political and Economic Planning", a British periodical, and now Research Director for the British Labor Party, is the speaker.

ROBERT L. STUTZ BECOMES ASSOCIATE PROFESSOR
AT LABOR-MANAGEMENT INSTITUTE OF THE UNIVERSITY OF CONN.

Robert L. Stutz, graduate assistant in the extension division, leaves the School of Industrial and Labor Relations on August 1st to assume the duties of his new position as Associate Professor at the Labor-Management Institute of the University of Connecticut. Last year Stutz taught classes at Elmira, Corning and Ithaca, and the staff members of the extension division report he did a splendid job. Stutz, nephew of the editor and manager of the Ithaca Journal, is at the moment engaged in writing his master's thesis. His duties at Connecticut University will include running the extension activities of the Labor-Management Institute. The University of Connecticut is located in Storrs.
RECORDED DRAMATIZATIONS OF LABOR-MANAGEMENT CRISSES
USED BY PROFESSOR McCONNELL IN HIS CLASS IN "HUMAN RELATIONS"

Professor John W. McConnell, who has done some pioneer exploration in the use of role-playing as a teaching device, employed recorded dramatizations of labor-management crises to add interest to his class in "Human Relations in Industry" last week.

RICHARD HANLEY, PLACEMENT SECRETARY, VISITS EMPLOYERS OF STUDENTS ON SUMMER WORK-PROJECTS IN FIVE MAJOR CITIES

Richard Hanley returned Thursday July 22nd from a field trip which took him to Pittsburg, Detroit, Cincinnati, Chicago and East Chicago. He visited employers of summer students on work-projects at all these cities. He was happy to report that every employer was pleased with the work of the students.

WILLIAM HOSKING GOES TO HOBART COLLEGE

William Hosking will assume duties this fall at Hobart College in Geneva, N.Y. He will teach economics and labor-management. Hosking served last year as a graduate assistant, working in Ithaca and Elmira for the extension division of the School.

Hosking has been so busy on a research project the past two weeks we were unable to contact him for further comment. However, all who know him and have worked with him expressed great pleasure over his new appointment.

F.O.I. - HOUSE ORGANS

Since F.O.I. is now on its way to becoming one of the School’s minor institutions, you might be interested to know that "house organs" with which both big and little business informs employees, stockholders, and customers, are now in the "big business" class. At a meeting of the International Council of Industrial Editors, it was reported that industry paid over $105,000,000 a year on some 6,000 big and little magazines. Their subsidized circulation totals over 49 million a month, which is more than double the total of the four leading magazines selling on the newsstands.

Ford turns out a digest-size "Ford Times" which plugs travel - in Ford cars, of course. It reaches 1,500,000 Ford fans. International Business Machines turned out a distinguished organ titled "Think" which runs articles by guest writers such as Secretary of State George Marshall. Dupont turns out 40 odd periodicals for its chain, the Borden Co. 35, International Harvester 23, General Motors' slick "Friends" (1,400,000 a month) could pass as a regular picture magazine. Standard Oil (N.J.) turns out a luxury magazine "The Lamp" which goes to a quarter million readers and pays up to $2500 for articles.

61 STUDENTS OF INDUSTRIAL EDUCATION AT SCHOOL

A roster of the industrial education students at the summer session reveals that a total of 61 students are registered in courses in this field. 23 of them are specializing in industrial arts, 20 in vocational education, and 18 in technical education. 7 of the students are from outside New York

CHURCHMEN OF THE STATE OF NEW YORK WILL HOLD CONFERENCE ON INDUSTRIAL AND LABOR RELATIONS AT CORNELL

Under the joint sponsorship of the New York State Council of Churches and the New York State Baptist Missionary Convention, a state-wide Churchmen's Seminar on Industrial and Labor Relations will be held in Barnes Hall on the Cornell campus August 12, 13 and 14th. As well as addresses by Rev. John Paul Jones, Chairman of the New York State Council on Social Action, Rev. William Lloyd Ines, Director of Adult Education for the New York State Council of Churches, and a number of other distinguished religious leaders, the program will feature speeches by a number of the faculty of the Industrial and Labor Relations School. Professor John W. McConnell will speak on "Human Relations in Industry". Professor N. Arnold Tolles on "Ages, Prices, Profits", and Professor Earl Brooks, Secretary of the School, will address the Conference at their dinner meeting Friday evening. Both Tolles and McConnell will also appear on a Speakers Panel. Among the other well known leaders in industrial and labor relations who will participate in the Conference are Mr. Martin Kyne, former Vice President of the Retail, Wholesale and Department Store Employees, C.I.O., and Mr. Glen Gribbon, President of the New Jersey Chamber of Commerce and Vice President of the Forstmann Woolen Co.

MAN OF THE WEEK
(That you may better know other members of the faculty, staff and student body, each issue we present a thumbnail biography)

Charlie Thoubboron is the quiet, friendly fellow who superintends the Materials Lab and Duplicating Room. Without ever being hectic, he turns out thousands of copies of mimeographed material for the School, including O.R.I.

It is no wonder that he takes the problems of running the Materials Lab in his stride. After doing convoy duty as Chief Gunner on a merchant ship on the Murmansk run, things must seem very quiet here. He was in charge of a gun crew of the first convoy from the U.S. to Russia. That was one of the deadliest jobs that was ever handed to any group of men during the war. Once in northern waters they were raided, strafed, bombed and torpedoed practically continually. Fortunately Charlie's ship reached Murmansk without serious damage.

For twenty years, until 1929, Charlie was a regular Navy man, retiring with a Chief's rating. Once out of the Navy, he settled down in New York, working in a bank. In October of 1940, when Britain was taking a beating from Jerry junkers and stukas, Uncle Sam called him back and he spent the next five years setting up the guns on merchant ships, assembling crews, and once in a while drawing a suicide assignment like the 1st convoy to Murmansk. Charlie got out in '45 and came north to Ithaca. In his spare time, Charlie gardens on the country place where he and his wife reside.

Charlie's son, a graduate of Syracuse University, taught high school before the war, and during the war, was assigned by the Army to administer a hospital. He did the job so well he is still doing it for the Veterans Administration. Any Naval officer would be the first to admit that it was the Chief's who ran the Navy. It was men like Charlie who made the U.S. Navy the greatest and most efficient in the world.
PROFESSOR JEHRING HELPS FOUND N.Y. STATE AUDIO-VISUAL COUNCIL

Professor James Jehring attended a meeting on audio-visual methods at Syracuse University and helped establish the New York State Audio-Visual Council which is to be a group professionally interested in the audio-visual field. Jehring served on the Constitution Committee, and on the Nominating Committee.

E.E. Forsythe, Safety Coordinator from the Office of Safety of the State of New York will discuss with Jehring the development of safety programs at the School this week.

HELP NEEDED FOR COFFEE FUND

Flavia Rhea, supervisor of the coffee fund in the staff room, makes a special plea to all staff and faculty to contribute to the diminishing fund for doughnuts and ice.

WEEKLY CALENDARS NOW DELIVERED TO EVERY OFFICE

Thank Professor Alpheus Smith for the suggestion that faculty and staff would appreciate seeing the weekly calendar. It was quickly acted upon by the Public Relations Office. You may also thank Mrs. Beebe and Professor J.A. Smith of the summer session office for the copies which John Riihinen now delivers at every office. At your request they sent to the school as many copies as they could spare, and will continue to do so for the remainder of the summer session.

DR. JEAN MCKELVEY WRITES THREE ARTICLES.

Dr. Jean McKelvey, Professor of Industrial and Labor Relations at the School, is the author of two articles which will appear shortly and one already on the library magazine rack. The May issue of the Journal of Economic History features her review of Kurt Braun's new book "Union-Management Cooperation in the Clothing Industry". The September issue of "Labor and Nation" will carry an article by her titled "Teaching Industrial and Labor Relations"; and her review of Bakke and Kerr's 1,000 page book "Union, Management and the Public" will probably appear in the December issue of "Industrial and Labor Relations Review".

This summer Dr. McKelvey is collecting materials on collective bargaining for her course ILR 60. These materials include arbitration awards, and contracts. She has also been supervising the research project on labor-management committees out of Rochester.

July 23rd she left for a week's vacation in Maine and at Martha's Vineyard. Mrs. McKelvey and her husband Blake McKelvey will drive to Maine, then take the boat to Martha's Vineyard. Her husband is City Historian of Rochester.
Customer relations between Morris Neufeld and the Crosley Corporation came abruptly to a standstill July 22nd at Cazenovia when the axle of his Crosley broke and he was forced to leave the car there for a week for repairs. Professor and Mrs. Neufeld were on their way to Elizabethtown in the Adirondacks to visit the Charles Poletti. Poletti, former Lt. Governor of New York State and for a brief period acting Governor, headed the military government of Italy during the occupation, and Professor Neufeld worked directly under him.

Effey Riley received the following card from Professor Neufeld following his Crosley's collapse:

"Time: 10 A.m., July 22.
Place: Cazenovia.
Trouble: Broken axle.
Time for repairs: 1 week.
Solution: Bus to Syracuse at 12.30, Syracuse to Albany, Albany to Elizabethtown.
(signed) Hinda and Maurice Crosley."

Speaking of Crosleys, Phyllis Krasilovsky, former Secretary of Professor Arnold Tolles, is now touring Alaska in one. The following card, postmarked "Fairbanks, Alaska" and addressed to "Staff, I and LR School" has just been received. We take the liberty of passing on her message via F.O.I.

She writes: "Greetings from Alaska and a big hurrah! The trip has been very difficult after Edmonton. The roads are Eddy Street multiplied by 2200 miles and our poor little car has taken a beating. There have been lovely snow-capped mountains, lakes, etc. along the way but the dust keeps us blinded and mute most of the time. Tomorrow we will be in Fairbanks where we hope to get temporary jobs to augment our declining incomes. Milk - 25¢ a glass, bread - 65¢ a loaf, cokes - 25¢ each, tomatoes - 25¢ a lb., etc. The prices get more unreal as we go. We have been cooking and sleeping out though we've met good people with trailers and homes who've invited us for overnight. The trip is not lacking in interesting people - just paved roads. I am sure the Sahara desert has not as much dust. More to be said than written actually. I hope you are all having a pleasant summer in Ithaca. Be grateful for your clean bathtubs and your screened windows.

(signed) Phyllis Krasilovsky.

P.S. we have seen silver fox and moose but it is easier to see many animals in a zoo, thank heavens."

Doris Young, able, attractive secretary of Dr. Adams, leaves August 13th for Long Island. Her husband finishes his MS in Dairy Chemistry at the Agricultural College this August, and they will go to Long Island where he'll do research for the National Dairy Research Laboratories.

Doris Stevenson, Fiscal Officer, returned yesterday from a week's vacation at Lake Vernon, Canada.

Doris Sutton, Administrative Assistant, left Monday for two weeks vacation in the vicinity of New York City.
Eleanor Emerson is in Buffalo on vacation.

Mrs. Edith Schoenfeld, in charge of subscriptions for the Industrial and Labor Relations Review, reports between 40 and 50 renewals and an average of 5 new subscriptions a day now coming in.

Ardemis Kouzian has a new apartment at Thurston Court.

Vivian Nicander, Editorial Assistant of the School, is working on a new pamphlet, the digest of a doctoral thesis.

Evelyn Hecht, who resides on a farm in Freeville, reports the birth of a Jersey calf, name still undecided until Ardemis Kouzian finds a christening gift.

Dr. Leonard Adams was in Albany last week gathering statistical information, employment and payroll data, and a list of larger employers in the state. This information will be used in connection with several research studies which his very active department is engaged in.

Flavia Rhea's Mrs. Whisk, a thoroughbred white Persian, just had five kittens. They are for sale for $10 each.

Gene Martin, budding concert pianist and organist, and during the winter months a student of music at Ithaca College, plays the typewriter at 90 words a minute for Professor Jehring this summer to keep his fingers nimble.

Eleanor Goodman leaves Friday noon for two weeks vacation. She will motor to Port Jervis, Schenectady and Albany the first week, and will spend the second week at Cape Cod and Provincetown, seeing the famous Provincetown Players, of course. At Cape Cod she will see Anne Henninger, former secretary of Donald Shanks.

Ellen Basler, who started duties the 12th of July as secretary in the Student Personnel Office, comes from Elmira and is a graduate of the Jean Summers' Business School. Shirley Kellogg, Miss Ranck's new secretary, is a native of Ithaca, went to Ithaca High, and is a business graduate of Ithaca College.

Berney Naas, star baseball player of the I and LR School team and librarian extra-ordinary, left Saturday for a week's fishing at Cape Vincent. He will be back next Monday so expect some tall fish stories.

Dr. Arnold Hanson and wife spent a few days in Ithaca following their tour of Canada and the Adirondacks. They are now off to the hills of Akron, Ohio, Arnold's old stamping ground.

Professor Ralph Campbell, head of the extension division, and Professor Effey Riley, who last year supervised the extension program in New York City, left for New York Monday to begin preliminary arrangements for the adult education program for labor and management groups this fall and winter. Professor Campbell is due back today to act as Chairman of the first session of the Plant Training Conference. Next week Professor Riley returns to New York to attend the AFL Convention.

Professor Jesse Carpenter left for Washington, D.C. yesterday to pursue his research on collective bargaining at the Bureau of Labor Statistics.
Joan Schmidt, formerly in charge of supplies in the Materials Lab is now touring the west where her husband will be employed as an engineer. She dropped a card from Maxwell, California to Charles Thoubboron, Flavia Rhea and John Riihinen last week, and they passed it on to F.O.I. Joan wrote: "We visited Crater Lake today. Tell Mr. Beach it's more beautiful than he described it. Most of the land out here has to be irrigated. However, this year lack of water was not a problem as you know. We saw hundreds of houses upside down and pulled asunder from the flood damage. (signed) J. and R.

Gormley Miller, Head Librarian, spent two weeks of his vacation at the home of Mrs. Miller's sister in Rochester. The Library proved irresistible, however, and he had to return to the School for three days last week.

Davetta Goldberg, Research Associate for Professor Arnold Tolles leaves Friday for Savannah, Ga. She will be married September 5 in Savannah to Emanuel Landau. Mr. Landau is an Economist in the Census Bureau of the Department of Commerce. They will spend two weeks in Nassau and then return to Washington, D.C. After November 1st, by which time she hopes to be comfortably settled, she wants everyone to drop in and see her.

The hardworking secretarial team aiding Professor Demeny's equally hardworking Curriculum Workshop is headed by Glen Shaff who in the winter studies business administration at Ithaca College. The two comely newcomers are Mrs. Gloria Anderson of West Hartford, Connecticut, whose husband is attending Cornell Law School, and Mrs. Barbara Gardiner of San Antonio, Texas, whose husband is studying chemical engineering.

Professor Arnold Tolles has now moved into his fabulous new home on Blair and Orchard. The house, a real find, a three-story construction built about the turn of the century, even has room for Professor Tolles' 15,000 books. Professor Tolles, formerly Assistant Commissioner of Labor Statistics with the Department of Labor, is spending his evenings refixing the place, planting a garden, and building in the backyard a beautiful terrace out of flat rocks from a nearby quarry.

Dora Faucett, charming and efficient secretary to Professor Neufeld and Professor McKelvey, leaves with her sister on August 13th for Whittier, California to visit their uncle and aunt. While at Whittier, which is in the neighborhood of Los Angeles they expect to explore the coastal area from L.A. to San Diego, and on the way home will stop at Yellowstone National Park. Dora will be gone for three weeks.

Charlie Sparks is the hard-working and conscientious young man who handles subscriptions to the New York Times and the New York Tribune. Last week when the pile of papers in the student lounge disappeared and only half of the people who had paid subscriptions received their papers, Charlie swung into action and now delivers the papers personally to each class. Charlie, who augments his vet allowance through his job as agent for the New York City papers, finishes up at I and Lk School in February, then plans to go into government work in either public administration or social security.
Professor William Foote Whyte contrasts the type of supervisor who gets wholehearted cooperation with the one who does not have his people pulling with him in his new book "Human Relations in the Restaurant Industry". Whyte is newly appointed Professor of Industrial and Labor Relations at the New York State School of Industrial and Labor Relations at Cornell University. "The weak supervisor", Professor Whyte states, "thinks primarily in terms of things, not people. It may be costs, profits, foods, equipment, or any number of other things, but it is always things. He sees human relations problems simply as personality problems, is blinded by his own ethical ideas, is insensitive to the thoughts and feelings of those around him, and feels he knows all the answers in supervision."

"By contrast the effective supervisor thinks in terms of people," Whyte writes. "Not exclusively of course, but he sees the whole pattern of which people are an important part. He sees the organization in terms of human relations, tries to look at people objectively, unemotionally and without passing moral judgments, tries to look upon himself objectively as part of the whole organization picture, and is confident of his ability yet recognizes the limitation of his knowledge."

Professor Whyte's book, just released by McGraw Hill Book Company, is the products of 15 months of intensive study of the restaurant industry carried on in most of the states in the middle west. Its publication marks the first time that any industry group has sponsored research into its own human relations problems. While Professor Whyte, formerly Associate Professor of Sociology at the University of Chicago, was serving on the University's Committee on Human Relations in Industry, the National Restaurant Association raised $100,000 to start an educational and research program. The educational funds were given to the University of Chicago and the first project approved by the Restaurant Association was Whyte's study human relations in the restaurant industry.

Whyte had three assistants working in the field and he himself spent three months as a kitchen employee of one particularly restaurant, gathering data, studying conditions, and taking notes on his observations. One of his assistants worked three months as a waitress in a restaurant, another worked in a cafeteria kitchen assisting in food preparation, and a third worked as kitchen supply man and runner. The information collected firsthand on a participant-observer basis was augmented by many months devoted to interviewing workers and supervisors.

Most of the publications on human relations in industry have been limited to factory studies. Professor Whyte's book is significant in that it explores the service industries. "In contrast to factory work, the customer relationship in restaurant employment adds a new dimension to human relations in industry", Professor Whyte declared in an interview concerning his book.
"The problems of supervision in a restaurant are especially complex. The customer relationship affects the situation tremendously because each worker receives orders from two sources - the customer and the supervisor. The variety and rapidity of contacts can make the work exceedingly interesting, but also nerve-wracking unless relations are well organized. It requires considerable skill on the part of the supervisor to ease tensions and develop harmonious relations."

One whole section of Whyte's new book called "Human Elements in Supervision" is devoted to this problem. Professor Whyte's suggestions as to how to cope with this problem involve universal principles, although the examples are drawn from the restaurant industry. Government and management agencies having access to the manuscript prior to publication have already applied these principles to activities beyond the restaurant field with encouraging results.

Professor Whyte did considerable research in the field of human relations in hotel administration during 1945 and 1946. This study resulted in an article which appeared in "The Hotel Monthly" in June 1947 under the title "Solving the Hotel's Human Problems". In view of his record as Associate Professor of Sociology at the University of Chicago as Executive Secretary of the University of Chicago Committee on Human Relations in Industry, and his editorship of the book "Industry and Society" it was only natural that he should do the first research project sponsored by the National Restaurant Association. A native of Springfield, Mass., Professor Whyte is a graduate of Swarthmore, did advanced studies at Harvard and the University of Chicago and received his Ph.D. degree from Chicago in 1942.

PROFESSOR RANNEY'S CURRICULUM WORKSHOP PREPARES COURSE OUTLINES
FOR VOCATIONAL HIGH SCHOOLS THROUGHOUT STATE

July 21, 1948.

Course outlines for vocational public high schools throughout the state are being prepared at the New York State School of Industrial and Labor Relations at Cornell University under the guidance of Harold W. Ranney, Supervisor of Industrial Extension Teacher Training for the State Education Department in Albany. Mr. Ranney, who heads the entire Curriculum-Workshop program, was for twenty years electrical instructor at the Buffalo Technical High School, and from 1942 to 1945 was Supervisor of the War Training Program of the State Education Department in Albany.

The course outlines will later be printed and made available to all teachers of vocational-technical subjects throughout the state. Nine instructors, all of them leaders in industrial education, are working 6 hours a day for six weeks at Cornell's Industrial and Labor Relations School. Four of the conferees are from New York City, two from Buffalo, one from Rochester, one from Binghamton and one from Syracuse.

Bernard E. Silvers, Instructor at the Food Trades Vocational High School of New York City is working out a Teacher's Course outline on "Foods" including in the outline sections on sanitation in food establishments, food technology, and food analysis. Alfred Lane of the faculty of the School of Industrial Art in New York City is preparing a Teacher's Course outline of "Materials of Industrial Art" including wood, glass, paint, paper, pigments, plastics and other materials of art. Milton Lowens, instructor of Applied Electricity of the Chelsea Vocational High School of New York City and Burr Coe, Vice Principal of the Edison Technical High School in Rochester, are developing a Teacher's Course outline of "Related Science to Shop Subjects".
Another Teacher's Course outline on "Dental Mechanics" including dental laboratory technics is in preparation by Samuel Hordes of the staff of the George Westinghouse Vocational High School of New York City.

Outlines for practical and theoretical trade proficiency and examinations for admission to the Industrial Teacher Training Program in mechanical, electrical, structural, and architectural drafting are being developed by Carl Aumer of the staff of Buffalo Technical High School. Harold J. Steffen of Buffalo State Teachers College is preparing a course outline in "The Preparation of Instruction Aids" including all audio and visual teaching aids.

A course outline in "Related Drawing" including strength of materials is the summer project of Raymond W. Ramage, Drafting Instructor of North High School, Binghamton.

Edward L. Roden, Supervisor of Industrial Teacher Training of the State Education Department at Syracuse is developing a Teacher's Manual on "Shop Safety". This is to be a supplementary bulletin to a book on "Accident Prevention Education in School Shops" which Dr. James J. Jehring of the faculty of the School of Industrial and Labor Relations, is in process of writing.

**GORMLEY MILLER ANNOUNCES MICRO-FILM COLLECTION OF COLLECTIVE BARGAINING AGREEMENTS.**

July 22, 1948.

A microfilm record of collective bargaining agreements in the files of the Bureau of Labor Statistics for the years 1941 through 1945 consisting of 250 filmrolls has been obtained by the library of the New York State School of Industrial and Labor Relations, J. Gormley Miller, Librarian, announced today. These microfilm records of approximately 25,000 collective agreements are accessible as one of the public services of the School to all management, labor or public agencies interested in information in labor-contracts. The School is now in the process of obtaining, in addition, complete microfilm records of all New York State contracts from 1945 until the present time. "It is the intention of the library to maintain a continuous record of all collective agreements in the state from 1945 on", Miller stated.

The library, one of the outstanding collections in the country despite the fact that the New York State School of Industrial and Labor Relations did not come into existence until 1945, now has approximately 7,500 catalogued books, 4,500 books not yet catalogued, 3,800 federal, state and international documents, 1,000 bound periodicals. Current material regularly received includes 239 periodicals, 176 labor union journals, 54 press release services, and 30 labor-management services. Microfilm files of 40 important labor union journals have also been added to the collection. "The library, like the microfilm record of collective agreements, is for the service of all labor and management groups and the general public; and we urge all persons in the area engaged in the field of industrial and labor relations to take advantage of what we have to offer", Librarian Miller said.

**GENERAL AND VOCATIONAL EDUCATION MUST NOT BE FUSED,**

**DR. DENNIS STATES**

July 20, 1948.

General education and vocational education should not be fused, Lindley H. Dennis of Washington, executive secretary of the American Vocational Association, told a dinner meeting of the Vocational, Industrial, Technical Arts Students Association in Willard Straight Hall Tuesday night.

Dennis said there is great danger of schools becoming too academic,
and that agriculture and home economics are already being cut down in some systems.

"We must make people aware that through vocational education, many students get a high school education who would otherwise leave school," he averred. "This is sound, realistic education meeting the everyday needs of the people."

He declared that "we have no business taking up anybody's time unless we have something useful and practical to offer people, and we might well examine our schools in that light."

Dennis said federal aid to education could have passed Congress if that aid had been earmarked for specific purposes rather than handed out in a lump sum.

CONFERENCE ON TEACHING OF LABOR ECONOMICS
WILL BE HELD HERE AUGUST 25 - 31

An intensive one-week conference on the teaching of labor economics will be held on the Cornell campus this summer, it was announced today. The conference is sponsored by Cornell University, in cooperation with a committee of the American Economics Association.

Scheduled for August 25-31 by the School of Industrial and Labor Relations at Cornell, the program is designed to provide mutual training of college and university teachers of subjects related to labor problems, according to Professor Martin P. Catherwood, Dean of the School. Six Cornell professors and an equal number of distinguished teachers of labor subjects from other institutions will lead the sessions.

The August conference is the second of a series in the field of the teaching of labor problems. The first teaching conference in this field was held at the American University, Washington, last September. These conferences result from the concern of the American Economic Association, as represented by its committee, in the undergraduate teaching of economics and the training of economists. Professor N. Arnold Tolles of Cornell is chairman of the sub committee on the training of teachers.

The Cornell leaders of the teaching conference will include Vernon N. Jensen, Philomena Marquardt, John W. McConnell, Jean T. McKelvey, Royal E. Montgomery, and Maurice F. Neufeld. Invited discussion leaders include Frederick H. Narbison and William F. Whyte, University of Chicago; Frank T. deVyver, Duke University; Brother C. Justin, Manhattan College; Charles A. Myers, Massachusetts Institute of Technology; Everett Hawkins, Mt. Holyoke College; Richard A. Lester, Princeton University; and Faith M. Williams, U.S. Department of Labor.

Enrollment for the conference will be limited to those who can participate freely around a conference table - about 40 persons. Applications will be accepted by Professor Tolles, conference chairman, from college, university and extension teachers of labor, personnel, human relations and industrial relations subjects.