1957

For Our Information, January & February 1957, Vol. IX, no. 6-7

ILR School, Cornell University

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

Keywords
school, industrial, labor, relations, cornell, university, history, archives

Comments
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VISITING FACULTY NAMED

Miss Frances Perkins and Arthur Stark will supplement ILR's teaching staff during the Spring semester.

As a visiting lecturer, Miss Perkins, with Prof. Alice Cook, will teach ILR 650, seminar in labor union history. She has been invited to lecture also in social security and in collective bargaining. She will spend approximately half of the semester in Ithaca.

Miss Perkins was Secretary of Labor from 1933-1945 and was the first woman Cabinet member. From 1946 until 1952 she was a member of the Civil Service Commission. She was formerly Industrial Commissioner of New York State. Miss Perkins was graduated from Mt. Holyoke and has an A.M. from Columbia.

Arthur Stark, named visiting professor, will spend two days a week on campus. He will teach a course and seminar in collective bargaining, mediation and arbitration. Mr. Stark is executive director of the New York City Transit Authority and Transit Workers Union dispute. He has served as impartial advisor and arbitrator for several agencies. He has a B.A. and M.A. from University of Chicago.

TWO FOUR-WEEK COURSES SET

The new year brings Cornell's eighth and ninth "short courses" to the campus. Both programs, the first of which runs from Feb. 3 - March 1, have reached their limit of 20 each. And there are a half dozen on the waiting list.

Both programs will be held at the on-campus Statler, with Prof. F.F. Folman as program director. Jack Leonard is assisting.

First group enrollees come from the following companies: Southern New England Telephone (2), Liberty Mutual Insurance, Atlantic Refining, Standard Oil (Ohio), Grumman Aircraft Engineering, Corning Glass, General Foods, Carbide and Carbon Chemicals, International Business Machines, Du Pont, U.S. Steel, Cities Service, and four Air Force Bases -- Wright Patterson (2), Olmstead (2), Tinker (2) and Griffiss.

The four-week program is divided into four units: Organization, Management, and Planning (Ralph Campbell, coordinator), Human Relations and Communications (William Whyte and Frank Miller), Employee Relations as a Management Function (Robert Risley), and Industrial and Labor Relations (Vernon Jensen).

A feature of the unit on Employee Relations is a case study of a particular company -- this time Pass and Seymour in Solvay. The participants will spend a day at company headquarters.

An innovation will be presentation of a brief picture of the sociological, economic and political environment within which management must operate.
DEAN CATHERWOOD NAMED CONSULTANT

Dean M. P. Catherwood has been named technical consultant to the legislative committee investigating the labor policies of the New York Transit Authority. His appointment was announced last month by State Senator MacNeil Mitchell (R-Manhattan), whose New York City Affairs Committee has started a full-dress study of city transportation problems.

Earlier this month the Dean met with Senator Mitchell in Albany, who announced that the Dean will aid in the labor relations phase of the city's forthcoming investigation into transit affairs.

WORKSHOP FOR GLF

Beginning Jan. 21 ILR is conducting a one-week, on-campus Management Workshop for accounting personnel of G.L.F. Approximately 20 managers from New York, New Jersey and northern Pennsylvania will participate. Prof. F. F. Foltman is in charge of the program, with Al Martin assisting.

HOTEL COURSE GIVEN BY ILR

A six-week management development program for Hilton Hotels in New York City, conducted by Visiting Professor Emil Mesics, has ended this month.

This series, requested by the Hilton Hotels Eastern Division, represents the first step in an extended and continuous management development program within the organization.

Participating in the program were 20 department managers from the Statler, the Plaza, and the Waldorf Astoria. Taking into account the individualistic nature of each Hilton Hotel, Mr. Mesics conducted separate sessions for each hotel.

Course objectives were: an increased awareness of management responsibility; appreciation of training as the manager's function; and understanding of the problem-solving method.

The School will be available to help with future long-range aims of the Hilton chain to help managers with their problems.

STATE SAFETY GROUP MEETS

On February 11 a group of 20 factory inspectors from the State Division of Safety will meet on campus, for a four-week course in problems of industrial accidents. This is the third such group to study under ILR sponsorship. Prof. Ronald Donovan has directed each program. Visiting lecturer Al Martin is assisting.

The upcoming conference differs from previous programs in that participants will be at Cornell two weeks before their first break for field work. In previous programs they were on-campus a week, followed by a week of field work.

The course covers such topics as accident investigation and cause analysis, organization and administration of safety programs, human relations, and oral and written communications.

PROF. WHYTE'S BOOKS TRANSLATED INTO GERMAN

Patterns for Industrial Peace, written by ILR's Professor William Whyte and published in 1951, has been recently translated into German. It is a case study of maturing labor relations between a company and a union.

His latest book, Money and Motivation, is in process of being translated.
LOCAL SERVICE CARRIERS ON CAMPUS

A two-week, on-campus Business Leadership course for local service carriers will be held by the School February 3-16. According to Ralph Campbell, program director, the conference is an outgrowth of the business leadership course run for American Airlines and course content will be similar.

About 15 representatives from Mohawk, Trans-Texas, North Central and West Coast Airlines are expected to participate. Lydia Dodge will serve as conference secretary.

SOVIET LABOR MARKET DISCUSSED IN "REVIEW"

While Soviet ideology would deny the existence of a "labor market" in Russia, an American economics professor, in the current ILR Review, finds the familiar labor market mechanisms in operation in the USSR.

Higher wages, bonuses, pensions, improved housing are among devices employed to induce Russian workers to take jobs in essential industries -- and to stay on the job once hired, according to Emily Clark Brown of Vassar College. Her appraisal of "The Soviet Labor Market" in the January 1957 Review is based on a study of Soviet sources and on interviews and observations she made during a 30-day stay in Russia.

Prof. Brown, who was on campus this month, sees these job inducements as a "necessary" compromise of ideology, and as an opening for "greater liberalism."

The Review also includes in this issue a study of union business agents in the building trades, by George Strauss; "Enigma of the Clayton Act" by Dallas Jones, Ph.D., '54, and an analysis by Thomas Q. Gilson and Myron J. Lefcovitz of the failure of a plant-wide productivity bonus in a small factory.

NEWS FROM NEUFELD

Prof. Maurice Neufeld, who has been studying Italian grievance committee elections for the past year, writes his homecoming plans: "We (he and Mrs. N.) will sail on the Independence from Naples on July 28. We shall head for Ithaca in our Morris Minor (produced in England by the Industrial Complex headed by Lord Nuffield). We shall visit family and friends in New York, then to Washington to see my family and on to Ithaca."

Gardiner Clark reports that the Italian salesman who sold Neufeld the car got a kick out of the coincidence that a Maurice bought a Morris made by Nuffield.

Prof. Neufeld's study, including the first figures ever obtained on Italian grievance-committee elections, was mentioned editorially in the Dec. 28 New York Times. The editorial begins: "The recent shop-steward committee elections in the Michelin tire works in Turin are an index of the disintegration of Communist domination of the Italian labor movement."

GOLD STUDENTS PLAY BB

According to teammate Trevor Baine, the ILR grad basketball team, despite a wives' cheering section, has a sad one win and three-losses record. This is blamed on the no-practice rule adopted by the players. Those on the team are Ed Czarnecki, Pat O'Connor, Tom Gilroy, Joe Berzog, Jack Moran, Rupe Chisholm and reporter Baine.

REPRINT ISSUED

School Reprint No. 48 in the school series was issued last month. Its title is "The Maryland Public Utilities Disputes Act," from the Oct., 1956 Labor Labor Journal; its author, ILR grad student Sy Lehrer.
MEETING IN CLEVELAND

Prof. John Windmuller has kindly supplied us with the names of those attending the Cornell breakfast held Dec. 29 during the IRRA meetings:

Ex-ILRers were Adolf Sturmthal, Dick Lyon, Dalton McFarland, Dallas Jones, Bill Hosking, Roger Fulton, Ed Wickersham, Harold Ross, Karl Mann, Dick Martin, Don Beattie, Bob (and Bev) Carney, Jack Cullay, Bruce Neighbor, Thayne Robson, and Harold Shaughnessy.

ILRers present were Gardiner Clark, Bob Ferguson, Bob Aronson, Leonard Adams, Jack McConnell, Oscar Orinati, Arnold Telles, John Windmuller, Fred Slavick, and grad student Muriel Beach and Tom Fotten.

Former ILRers attending the meeting (but not the breakfast) were Ed Beal, Paul Gordon, Philomena Mullady, Leonard Sayles and George Strauss.

WHAT FEBRUARY GRADS ARE DOING

John Callis -- account executive, Fred Rudge Associates, industrial relations consultants, New Canaan, Conn.

Paul Mahany -- management intern, National Bureau of Standards, Washington, DC

Ronald Saldanha -- employee relations supervisor, Standard Vacuum Oil Co., Bombay, India

David Swindells -- graduate student in industrial relations, Westinghouse Educational Center, East Pittsburgh

Charles Coleman -- industrial relations trainee, General Electric

Homer Ncilly -- economist with the Economics and Research Branch, Department of Labor, Ottawa, Canada

Pat O'Connor -- Industrial Relations Department, Esso Standard, Linden, N.J.

John Ewers -- enter Army in April

Donald De Angelis -- enter the Quartermaster Corps, U.S. Army

Rochelle Krugman has a grant from the Department of Health and Education. She plans graduate work at New York University and will work part-time with the Division of Rehabilitation.

Paul Kallfelz -- attend Cornell School of Business and Public Administration

Richard Eddy -- attend Cornell School of Business and Public Administration

Roy Mitchell -- to enter George Washington University Law School

Robert Haveman -- employment interviewer with Personnel Department, Minneapolis Honeywell Aeronautical Dept., Minneapolis, Minn.

ADRIENNE McNAIR MARRIES WALLY WOHLKING

Miss Adrienne McNAIR of Ithaca was married Dec. 22 in Sage Chapel to Wally Wohlking of New York. The bride wore a princess style gown of taffeta, with portrait neckline and long fitted sleeves. She carried white orchids.

Alex Hawryluk of the ILR Capital District office was best man and among the ushers were Ron Donovan and John Callis of ILR school.

After a reception at the Statler the couple went on a wedding trip to New York City. Adrienne is a graduate of Ithaca High and a senior at Cornell Arts and Sciences. Wally was graduated from University of Iowa and has an M.S. from ILR. He is assistant director of ILR's New York Metropolitan district extension office. Adrienne assisted with ILR conferences last summer.
FROM THE MAILBAG

Report from Honolulu: Barbara Proctor has contributed extracts of a recent letter from Mrs. Doris Smith, former secretary to the Dean. Doris and family are living in Honolulu. She is working for Hawaii Employers Council and writes: "I'm employed - but not too gainfully. I'm sure I'm making a lot less than you are, and Spam is five cents a can higher!...One of the things I miss most is working with you wonderful gals...There are about 15 secretaries where I work now, and very few of them seem to have anything in common. About two-thirds of the girls are Oriental...You don't have the feeling of a 'University community' here that you do in Ithaca...I'm working in an air-conditioned office and just literally freeze to death. It's always pleasant and even hot outside, but the girls tell me they wear woolens to work year-round. We work from 8 to 4, five days a week. We can also have coffee, tea or cakes any time of the day. But I miss the sociability of the ILR coffee hour."

Report from Rome: Lynn Emerson, professor emeritus, writes to Prof. Brophy from Rome. He and Mrs. Emerson are awaiting further orders since their evacuation from Tel Aviv two months ago: "Mail is doubly welcome -- the waiting is monotonous...One rumor was that we were going to India; most recent is that we might go to Ethiopia. If and when we step off a plane in Addis Ababa, I'll let you know...We had a Christmas eve party here at our hotel. And on Christmas day we were among the 100,000 in the piazza at St. Peter's."

Mrs. Emerson's address is c/o Grimm Am EMB USOM, APO 794, New York.

PERSONNEL CHANGES

Mrs. Ann Woodring, secretary to Prof. Trice, is leaving ILR at the end of the month to become a housewife and mother.

Mrs. Lily Newbury of the stenographic pool will replace Ann.

Donna Loomis of Distribution Center has joined the Marines for a three-year period. She will report to Parris Island Jan. 24 for eight weeks of boot training. At the end of training she will take aptitude tests and get special training.

Juanita Robb, ILR library clerk, has taken a secretarial job with Prof. S.Z. Shapley of Farm Practice on the Ag campus.

Mrs. Hilda Genter has taken over for Donna Reed in Distribution. As daughter of a Salvation Army minister she has lived in many places -- mostly in western New York. Hilda's husband is head herdsman for the University and the family lives on the Warren Road farm. The Genter family has four children (three girls) ranging from 7 to 11. Hilda has been secretary to a former local Salvation Army captain.

Mrs. Evelyn Maybee of Dryden, a graduate of Dryden High, is a new staffer in Office of Resident Instruction, working for Donald Dietrich. Evelyn worked for six years in the State 4-H Club Office in Roberts Hall. She has a 7-week old, and a 21/2-year-old son.

Mrs. Josephine Richards of the Bundy Road has joined the Human Relations staff as stenographer. An Ithaca High graduate, Josephine has most recently worked at the Rand Hall addressograph room. The Richards have two children, eight and ten. Mr. Richards works at National Cash Register.
Prof. Gardiner Clark has been appointed to the Cornell Language Examination Board as representative of the social sciences for the French language. He replaces Prof. A. C. Nelson of the Education Department.

Gaile and Alan Graves of Yonkers are parents of their first child, Diane Susan, born Dec. 18. She weighed 8 lbs. even. The Graves are former ILRers, Gaile a former secretary and Alan, MS '33.

Prof. Alice Cook recently spent a week in Carlsbad, Calif., visiting her mother. It was her first trip to the Far West. En route she stopped off in Chicago to confer with Agnes Douty of Roosevelt University with whom she is writing a monograph on comparative workers education.

The Walt Lewises of Washington, D.C., former ILRers, received a Christmas bonus this year: they adopted a 16-month-old boy, Walter Brian.

ILR student Ibrahim El-Sherbini sketched a giant-size likeness of Prof. John Brophy from a 5x7 photo. It was done in secret and put on the prof's desk to confront him on his return from the holidays.

Prof. Harlan Perrins of Extension appeared Jan. 15 on a Wage and Incentive Systems panel at a meeting of the Triple Cities Industrial Management Club. On Jan. 30 he will conduct a morning session on Communications--Key to Effective Management at a Hotel Management workshop.

Former ILR secretary Dottie Titus (and Bill) are living temporarily in Westbury, LI. Bill, now out of the service, is a GLF trainee and will be attending one of the ILR-sponsored workshops for GLF. The Tituses have two girls, ages 2½ and 9 months.

Profs. Gormly Miller and Robert Risley spent Jan. 2 and 3 in New York City conferring with ILR personnel on conference center layouts. Next day they spent in Albany talking with state and university architects about ILR building plans.

Later this month Prof. Risley will speak at the Northeastern New York Hospital Association meeting in New York on "Development of Equitable Wage Rates and Related Conditions of Employment."

Visiting lecturer Al Martin, beginning Feb. 7, will conduct a nine-session management conference for University Employees. Attending from ILR will be Anne Dimock, Sara Ellison and Doris Stevenson.
Dottie Johnson of the Fiscal Office is the first person the returned ILR traveler -- expense account in hand -- comes to see upon his return to HQ, and the returns can gauge to a nicety his chance of a quick return of that elusive buck by the height of Dottie's pile of "in process" travel vouchers. When the stack exceeds, say, six inches, the wait will be a long one. And the story of hard luck and pinched wallet he tells Dottie in the hope of getting priority may be even longer.

Fortunately for the Fiscal Office Dottie is generally unmoved by tales of woe. "I've heard them all," she says. "I know all about the starving kiddies at home, the empty cupboard and no paycheck till the 15th." His sad story told, the peripatetic professor is sent off unappeased and Dottie processes his voucher in turn.

Dottie's imperturbability may be due to the fact that she's been sparring with tight budgets -- her own and other people's -- since she was a youngster. She was born and raised in the Hoosier State's capital - Indianapolis. Her father died when she was three, so Dottie and her brother and sister had to help one another. During her last two years of high school, Dottie lived with her sister and worked in a drug store and hospital to help make ends meet.

She met her husband, Marty, when he was visiting the mid-West from his home in Pennsylvania. He must have been persuasive, for they were married soon after her graduation from high school and within a year their daughter, Arlene, was born. But it wasn't until six years later that the Johnsons actually had a chance to set up housekeeping and live like a family.

Marty spent the next two years (till the war caught him up) at Howard University, while his bride stayed on in her hometown. The war years were hectic for the new family, with Marty at Air Force bases throughout the south and Dottie trying to sandwich visits with him in between her jobs at RCS and later with the Civil Service Department. Just before the war's end Dottie and child moved to Pennsylvania with her mother-in-law. There she worked briefly at Indiantown Gap military reservation.

Hostilities over, Marty enrolled at Rensselaer Polytech in Troy, N.Y. The Johnsons first home was a cold water flat in Troy. Arlene likes to tell how she attended first grade in three states - Indiana, Pennsylvania and New York. With a student husband again, Dottie once more was elected breadwinner -- this time as lab technician at RPI and later as a state civil service worker in Albany.

By 1949 things were looking up for the Johnsons as Marty, getting an electrical engineering degree, took a job with GE in Schenectady. For a time, until housing eased a bit, both commuted from Troy.

Three years ago Marty was transferred to GE's advanced Electronics Center in Ithaca. And for the first time Dottie tried homemaking full-time. But as Marty had accurately predicted, she was soon job hunting -- and thus came to ILR's Fiscal Office. Last June, when she returned from a leave of absence and a short tenure in Extension, Dottie assumed full control of expense accounts. Her days are now full of travel notices, travel checks, travel vouchers -- and listening skeptically to long sad stories. She exercises considerable ingenuity in patching and improvising vouchers to pass State College and State auditor inspection. In all, Doris and Dottie estimate, some 500 to 600 travel vouchers annually pass through ILR's Fiscal Office.

Last summer the Johnsons moved from the Collegetown area to a new home on Warren Road. They are leasing it for a year with option to buy. The family, in addition to mother, father and child, includes Smitty, a well-established feline with his own two-story home built by ILR's obliging Ed Shulden, and an eight-week-old pup, Deedee (German Shepherd on its maternal side).
HILLMAN LECTURES SET

Joel Seidman, associate professor of social sciences, University of Chicago, has been chosen to give the 1957 Sidney Hillman lectures this Spring. Prof. Seidman will deliver three lectures the week of April 15 under the general title "Democracy in the Labor Movement."

This is the third series of lectures sponsored by ILR through a grant from the Sidney Hillman Foundation, created to honor the memory of the late president of the Amalgamated Clothing Workers.

Prof. Seidman's first lecture, "The Problem of Union Democracy" will be given Monday evening, April 15. The other two lectures in the series are "Factors Affecting Union Democracy," Tuesday, April 16; and "The Conditions of Union Democracy," Thursday, April 18.

All three lectures are scheduled at 8:15 p.m. in Olin B. The public is invited.

Professor Seidman received his A.B. and Ph.D. degrees from Johns Hopkins University. He is author of three books: American Labor from Defense to Reconversion; The Needle Trades; and Union Rights and Union Duties.

Before joining the faculty of University of Chicago in 1947 Prof. Seidman was on the staff of the National Labor Relations Board.

PROGRESS OF NEW BUILDING

Preliminary plans for ILR's new building are pretty well advanced, according to Prof. Gormly Miller, and within the next month or so, with minor changes, he expects that the architects will submit the plans formally to the Department of Public Works. They represent a meeting of the minds of the architects, State University and ILR school.

New construction, two stories in height, will complete the new quadrangle already partly formed by the L-shaped Moore Laboratory. Exterior of the new building as presently designed will be a modern style with bands of windows broken by solid walls of Llenroc stone. Span-drels between the bands of windows will be of limestone.

Main entrance (facing Day Hall) and opening into a garden court, will bring visitors into a covered pas-sage with access to administrative offices on one side and the classroom building on the other. An overhead bridge will connect the second floors of the two building.

(more)
In general, the building plan is as follows: administrative offices will occupy the first floor of the west wing of Moore Lab, with faculty offices in the south wing. Materials lab and receiving room will occupy the second floor (ground level on east). Second and third floors will contain faculty offices and faculty lounge.

Resident Instruction will be housed in the new building's west wing; classrooms will form the north wing, and the library the east wing. The classroom wing will contain two large lecture rooms - one, built as an amphitheater, will have a seating capacity of 400; the other will seat 200. The second floor (west wing) will contain rooms for student activities.

ILR will also take possession of three veterinary buildings facing east on Garden Avenue. The northern-most building -- now the Small Animal Clinic -- will house ILR's Extension Division. Office space will occupy the main floor with graduate assistant offices on the second floor.

The middle building will house the School's Conference Center which will contain conference rooms, as well as offices of the conference secretary and coordinator of on-campus programs. The Audio-Visual office will also occupy space in the building.

Research Division offices will be in the southern-most building -- the present Veterinarian blacksmith shop. ILR's mailing Room and Distribution Center will be on the ground level (west side) of the building.

Present plans call for a tunnel to connect the cellar room of the Conference Center with the basement corridor under the library. Covered passageways will also connect the three Garden Avenue buildings.

HANSON NAMED DEAN OF FACULTY

Cornell University recently announced the appointment of Prof. C. Arnold Hanson as dean of the faculty, effective February 1.

Prof. Hanson, ILR's director of the Office of Resident Instruction, has been a member of the faculty since 1949. In his new office, he succeeds Prof. William Farnham of the Law School.

He has served on University academic committees on student activities, inter-faculty relations, requirements for graduation, entrance credentials, and military service. He was also a member of the administrative board of the Summer Session and of the advisory committee of the Division of Extramural Courses.

Prof. Hanson is a panel member of the State Board of Mediation and last spring spent a sabbatic leave in Aruba, Dutch West Indies with Lago Oil and Transport Company, a Standard Oil (N.J.) subsidiary.

A native of Akron, Ohio, Prof. Hanson was graduated from the University of Akron in 1939 and was a member of its faculty before World War II. He received his doctor's degree at Cornell's ILR school in 1948.

PHI KAPPA PHI ELECTIONS

Six ILR students and former students have been elected to Phi Kappa Phi national honorary. They are (undergraduates) James Belasco, Bob Coffin, Gerald Dorf; (grads) Salvatore Bella, Sigmund Giambruno, and Marian Stever.
FEBRUARY BRINGS NEW SEMESTER

Around ILR -- and Cornell -- February is a month of transition: to new courses, new instructors, and new students. February, 1957 brings to ILR sixteen entering undergraduate and six graduate students. Five of the entering undergrads are transfers from other Cornell schools and colleges; five are rejoins. They are Peter Hallock, Paul Held, Carl Hornung, Bob Kemp and Bob Tyler.

Included among entering graduate students are Iskander Tedjasukama, former minister of labor of Indonesia, a M.S. candidate, and Pedro Guglielmetti, a labor relations lawyer from Chili. Anne Holman Wolff, who received her master's degree in 1955, is beginning doctoral study.

Two courses have been added to the school curriculum: Dynamics of Local Labor Markets (ILR 443) taught by Prof. Leonard Adams; and a graduate course in Management Development (ILR 531) taught by Prof. Ralph Campbell.

ILR's Visiting Lecturer Frances Perkins is lecturing on labor union history, collective bargaining and protective labor legislation. Visiting Professor Arthur Stark is teaching ILR 403, Arbitration in Labor & Management Relations and ILR 603, Government Adjustment of Labor Disputes.

SPRING CONFERENCES SCHEDULED

Spring brings a quickening tempo in ILR's schedule of on-campus conferences. The School's ninth four-week course in Human Relations in Administration will begin April 1, with its quota of 20 registered executives already filled.

In May the fourth conference on Current Problems in Labor Relations and Arbitration comes to the campus -- May 7 and 8. About 100 labor relations practitioners and arbitrators are expected to enroll. Prof. Donald Cullen will be program chairman.

The third conference on Industrial Mental Health, directed by Prof. Harry Trice, will be held May 13 and 14. Around 30 personnel directors and industrial physicians are expected.

A 3-day conference (the seventh) for the New York State Savings Bank Association will be held May 21-23. Prof. Harlan Perrins will be in charge of the program. About 40 persons are anticipated.

The seventh week-long annual Institute for Training Specialists will be held June 3-6, with approximately 100 participants expected.

GRADUATE ASSISTANT ASSIGNMENTS

The following graduate assistant assignments have been made for the Spring term:

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<td>Salvatore Bolla</td>
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The School's summer offerings include credit and non-credit courses. Some workshops will be given in two-week units, some will take the courses as in-service training.

A series of non-credit, one-week seminars will be offered, as in the past, on subjects of interest to practitioners in the field of industrial and labor relations. These include: Discussion Leadership in Large and Small Groups; Human Problems of U. S. Enterprise in Latin America; In-Plant Communications; Community Relations for Business and Industry; Personnel Selection and Placement; Interviewing Methods and Techniques; Selection Evaluation and Appraisal of Managers.

The following six-week credit courses in Industrial and Technical Education will be offered: ILR 332, Curriculum and Course of Study Development in Industrial and Technical Education; ILR 632, Administration of Industrial Education; ILR 631, Seminar: Coordination in Vocational and Practical Arts Education; and ILR 640, Development in Business and Industrial Organizations.

A series of three workshops in two-week units, either credit or non-credit will be offered for teachers of community colleges and institutes: Administrative Problems and Issues in Community Colleges and Institutes; Student Personnel Policies and Practices in Community Colleges and Institutes; and Development of Instructional Materials for Community Colleges and Institutes.

Two other special features are: a two-week workshop: Management Problems and Issues in Retail Stores; and a special program, sponsored by the U. S. Office of Education, to be titled, National Leadership Development Conference in Trade and Industrial Education.

**ILR'S EXTENSION COURSES**

Three ILR faculty members are currently teaching extension courses in the Central District:

Richard Gordon, field representative of the Western District, is teaching a six-week course in Case Studies in Supervision for the Thompson Boat Company in Cortland.

Visiting Professor Emil Mesics is conducting an eight-session series for the Elmira Industrial Management Club. Subject is Problems in Industrial Communications.

Prof. Harlan Perrins, with Joe McKenna of Syracuse University, is teaching a 15-session course for the Bristol Laboratories on Human Problems of Work Simplification.

**PLANS OF FEBRUARY GRADS**

Several more February graduates have made known their plans:

- Bill Kerr has gone with Pullman-Standard, Chicago.
- Fred Bushhouse has a job with Electro Metallurgical Co., Ashtabula, Ohio.
- Jack Flagler, M.S., is conference coordinator, University of Iowa, Iowa City.
- Bill Irving is with the employee relations staff, Appalachian Electric Power Co., Roanoke, Va.
- David Singer is staying on at ILR to begin study for a doctorate.

57-1365
The February 1957 issue of Labor Law Journal contains an article by ILR’s Prof. Robert Ironson titled "Compensation of Industrial Workers for Jury Service."

According to a note in the January issue of the same publication, a former student, Madhurendra Varma will contribute an article to appear soon shedding light on the role legislation has played in the regulation of labor-management relations in India.

Judy Harrison Levinson ’55 is author of an article "Arbitration of Wage Incentives" appearing in Vol. 11, No. 4 (1956) of the Arbitration Journal. The piece was written for an arbitration course at ILR School. Judy is assistant to the vice president in charge of manufacturing at a steel fabricating plant near Buffalo.

PROF. COOK IS HEARD IN GERMANY

In mid-January Prof. Alice Cook’s tape recording, made locally, and requested by Radio Free Berlin, was broadcast in Germany. It was heard by a German friend who wrote Mrs. Cook: "Your voice sounded very natural and your German was extremely good in pronunciation as well as in grammar and sentence structure...The announcer first explained who you are, and what you do, and said that you had spent several years in Germany heading the HICOG office for adult education. He especially mentioned that you have given remarkable suggestions and assistance to the Berlin adult education. Your talk, I think, was very fine and hit the problems which still are problems with us: cooperation between universities and adult education, citizenship training; the summarized description of your "labor in community" project was something that should have interested all who work in this field..."

PERSONNEL CHANGES

There have been several changes among the non-professionals during the past month:

Lydia Dodge, who has been working on airlines programs for the past year and a half, has decided to trade in her typewriter for a student’s desk and a piano. She has quit her job and is auditing some courses this semester: American Ideals, American Studies, among them. She is also taking piano lessons.

Phyllis Quinn, an Ithacan, has replaced Juanita Robb as clerk in the library’s Labor-Management Documentation Center. Phyllis graduated from Ithaca and attended Ithaca College as special student for a year.

Mrs. Nancy Clepper, from Chatthan, N.Y., is now secretary to Prof. Ornati and Miss Frances Perkins. After attending Ithaca College’s business course for a year and a half, she worked part-time in the Veterinary College and for a public accountant. Her husband, Dave, is an Ithaca College senior.

Mrs. Theresa O’Reilly, wife of ILR senior John, is part-time secretary at ILR. She is currently working two days a week for Arthur Stark, as well as typing conference reports. Theresa is from Watertown, N.Y.
Prof. John McConnell was one of four Cornell professors who discussed the question of using retired professors to alleviate the anticipated shortage of college teachers. The session was held on campus Thursday, Feb. 14.

ILR junior Robert Hoyt’s engagement to Miss Joan Farrell of Indian Lake has been announced. Hoyt, a veteran, is from Yorkville. A June wedding is planned.

An article by Prof. Gardiner Clark on "Soviet Iron and Steel Industry: Their Development and Prospects" was translated by Dr. Kanome Akamatsui of Hitotsubashi University and published in Japanese by the Japanese Research Information Center for World Affairs.

On Jan. 28 Prof. John Brophy conducted a day-long Manpower Development Clinic in Baltimore, co-sponsored by the Maryland Society of Training Directors, Maryland State Department of Education and Baltimore City Department of Education.

Mrs. Doris Smith of Honolulu, former secretary to the Dean, writes that two alumni, class of '51 -- Betty Fujii and Harold Hoe, work at the Hawaii Employers Council where she is employed.

William Medesey and Albert French, directors of the State Agricultural and Technical Institutes at Farmingdale and Canton, respectively, and Cecil Tyrrell, President, Broome Technical Community College were recently at ILR conferring with Professors Brophy and Risley on plans for next summer's workshops.

Prof. Alpheus Smith will speak to members of the up-state chapter, Public Relations Society of America, at their monthly meeting, March 19, in Syracuse.

An article by Prof. Wayne Hodges on industrial community relations of branch plants and locally owned companies appeared in the Winter, 1957 issue of PR.

LITE NEWS: Lee and Jack Culley are parents of their first child, James Frederick, born Feb. 8 in Iowa City. Jack has an M.S. '49 and Ph.D. '54 from ILR. Lee was for six years secretary to the Dean.
Born to Jeanne and Pat O'Connor (former ILR grad student) on Jan. 20, their first child, Kevin Michael; weight 8 lbs. 3 oz.

Dottie and Dick Matthews of Ringwood Road are parents of their first child, Catherine Kirsten, on Jan. 22. Cathie weighed 6 lbs. 13 oz. Dottie was, until last December, graduate records clerk in Resident Instruction.

The Thayno Robsons are parents of a son, John Edwin Sumner, born Jan. 16. Thayne, Ph.D., is a research assistant at Harvard. The Robsons live at 92 Duff Street, Cambridge.

Fran Beddick of Extension and husband Bob recently took a mid-winter vacation to visit relatives in Detroit.

Bob Christie, Ph.D., '54 (author of ILR-published Empire in Wood) is now acting director, Bureau of Program Evaluation of the Commonwealth of Pennsylvania. Bob was formerly a history instructor at Lafayette.

Prof. Arnold Hanson is currently spending ten days in Aruba, Dutch West Indies. He is consultant for the Lago Oil Company, a subsidiary of Standard Oil (N.J.).

Dean Catherwood and Director of Extension Alpheus Smith attended a meeting recently of the Faculty Senate of the State University; Prof. Smith is delegate from ILR.

Dean Catherwood spoke Feb. 20 at the Harvard University International Relations Club on "Current Issues in Industrial Relations."

Ronald Saldana, who has completed work for a master's, was recently granted a Teagle Foundation fellowship for graduate study, retroactive to the time he came to ILR. Ron left Ithaca last week to return to Bombay, India.

Prof. Joan McKelvey has been named to the executive board of the Industrial Relations Research Association and to the board of governors of the National Academy of Arbitration.

Mrs. McKelvey and Dean Catherwood attended the annual meeting of the National Academy of Arbitrators held Jan. 30 and 31 at the Bellevue Stratford Hotel in Philadelphia.
The position of administrative assistant holds no terrors for ILR's able and accommodating John Downie Paterson. For he has not only held down the job in two continents — but in two languages.

"Pat" (as the Dean calls him) came to ILR about a year ago after ten years in the State Colleges' Business Office. He was born and raised on a dairy farm near Slaterville Springs, attended Ithaca High, then worked for a year at Fchey's pharmacy. At Ithaca High he was a classmate of ILR staffers Katherine Anderson and Eleanor Fairbanks.

Farmer John decided early in life to trade in his cows and chickens for the ballpoint and balance sheet of the accountant. He graduated from Rider College with a finance and accounting major. Patrons of "Ma Brown's" in Trenton, where he worked for his meals, knew him as an efficient headwaiter.

His sojourn in South America began with a letter of application to an exporter-importer cousin in Brazil as part of a Business English course. He received an air mail offer of a job and free passage to Macao, Brazil. The fall of 1938 found pale and peagreen Paterson, with $25 in his pocket, Brazil-bound aboard the cargo vessel Boniface.

John's cousin (and boss) was a local bigshot with his fingers in many pies: exporting coffee, sugar, castor beans, corn, and goat hides. Though an Englishman, he was Norwegian vice-consul, agent for Pillsbury flour, and Studebakers, as well as shipping agent for eight different lines. A quick mastery of the local lingo, Portuguese, was a must before John could be of much help. This he did in six months' by attending night sessions at an American Baptist college. Four years later he was office manager.

In 1942 John went north to Recife, Brazil to enlist. With his fluent Portuguese, however, he was tapped for administrative assistant to the fleet civil engineer. Here he spent the next two years supervising naval base maintenance personnel -- 30% of them. From 1944 to 1946 he moved to an airbase in Fortaleza where he served as administrative assistant to the Army post engineer. Much of the time he interpreted Portuguese to Americanese and back again.

It was eight years before our a.a. returned to the States (then still a bachelor). His friends still can't figure how for all those years he withstood the onslaughts of those Brazilian senoritas (and their mamas). And John isn't telling. Since only State Department openings available at the time were in Guam and Japan, John was reconciled to staying in the States. After job hunting a bit, he settled down at the Business Office as supervisor of New York State's 56 county extension audits. In this capacity he traveled the length and breadth of the State.

It must that our bachelor (now 30) was ready to settle down — for he easily succumbed to the charms of Miss Doris Atwater of Brooktondale. He and Doris, who worked at G.L.F., were married in the summer of 1947. After a year of Ithaca apartment life, they bought their present home on the Slaterville Road.

John, along with fatherhood (Marina 7 and Norman 3) has accepted responsibilities in neighborhood affairs: he has been school trustee, chairman of board of directors of Bethel Grove community house, neighborhood Boy Scout commissioner. He is also a deacon and a chairman of the pastoral and finance committees of the Brooktondale Federated Church. Here, his son occasionally enlivens the sedateness of the Sabbath morning by his emergency, solo trips to the "little boys' room".

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