For Our Information, January & February 1958, Vol. X, no. 5-6

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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Vol. 10, No. 5
January 1956

VISITING PROFESSOR APPOINTED

William J. Isaacson has been appointed Visiting Professor to supplement ILR's resident staff during the Spring semester.

Mr. Isaacson, presently General Counsel for the Amalgamated Clothing Workers of America, will teach two classes: an undergraduate course, Arbitration in Labor and Management Relations, and a graduate seminar, Collective Bargaining—Labor Relations Law and Legislation.

Mr. Isaacson has had extensive legal experience, including various positions with the National Labor Relations Board. He has served, successively, as enforcement attorney, Appellate Briefing; trial attorney, Chicago Regional Office; trial examiner, assistant director, Field Legal Staff; and most recently, regional director, Buffalo Office. He was engaged in private law practice in Detroit for two years.

The appointment of Visiting Professor John Richardson has been extended through the Spring semester. He is scheduled to teach Comparative Labor Relations with Special Reference to Underdeveloped Countries.

He served as professor of industrial relations at the University of Leeds, England, for more than 20 years. During 1956-57, he was visiting professor at the School of Social Work, University of Toronto.

ED SHELDON TO RETIRE

One of ILR's "old timers" is retiring this month after 11 years and four months of service. Ed Sheldon, ILR's head custodian, first came to the school in October 1946, when the barracks buildings were first occupied.

The following description of Ed (taken from the January 1949 issue of FOI) still holds:

"The kindly gentleman, with graying hair, spectacles and pipe, without whom dust would pile high on the furniture, cobwebs would multiply in the corners, and life in the ILR School would be literally a mess, is Ed Sheldon. He is an irreplaceable institution, having been janitor for the ILR School since October 1946, when the School first moved into its present buildings. He came here from a nearby farm, where he worked during the war years... Prior to the war, he worked for about three years as a janitor in other buildings on the Cornell Campus. A native of Tompkins County, Sheldon was born in Dryden."

Come spring, the Sheldons plan to buy an acre or so of land which they formerly owned, near Freeville and move their trailer to this new spot. They now live at Taggin Wagon Trailer Park near Varna.

Mr. Sheldon plans to supplement his income by doing odd jobs and by having a large garden. And all ILRers know that Ed's new neighbors will have found themselves a good man.

DONT FORGET: ILR dinner dance Saturday, Jan. 18 at Statler Inn.
Cocktails at 7 pm; dinner at 7:30; dancing 9-12.
Price-$5.00 per person (cocktails not included).
ALUMNI SCHOLARSHIP ESTABLISHED

Listed in the 1958-59 ILR Announcement under "Scholarships and Financial Aid" is the following:

Industrial and Labor Relations Alumni Scholarship Fund. Varied grants, maximum $400 annually, are made to undergraduate or graduate students who have completed at least one term in residence. Awarded on the basis of (a) scholarship; (b) need for assistance; (c) promise of making contribution to the field of industrial and labor relations.

This terse and matter-of-fact statement doesn't tell the whole story. For the Alumni Scholarship Fund is the fruition of almost a decade of planning. Heading the Scholarship Fund Committee is Horace Sheldon, and under his leadership contributions to date have been made by 160 men and women. A total of $985 has been collected, with individual donations ranging from $1.00 to $25.00.

The first scholarships will be awarded in June 1958 for use during the 1958-59 academic year.

SABBATICAL BOUND

Prof. James Campbell of Resident Instruction, with wife and son Jamie, will head west next week (Jan. 20) to spend the Spring semester at Berkeley, Calif. There Prof. Campbell will study and do research at the University of California's Institute of Industrial Relations.

The Campbells plan to return in June, with time out for sightseeing.

* * * * *

Returning to ILR from a semester's sabbatical are Professors Wayne Hodges and Duncan MacIntyre. Professor Hodges spent his leave in New York City and California; Professor MacIntyre was in Washington, D.C., and at his home.

MORRIS TO STUDY IN CHILE

Prof. James Morris has been awarded a Fulbright Fellowship for extensive research in Chile. Leaving Ithaca February 1, Morris will spend from nine months to a year with the staff of the University of Chile. He intends to study the current structure and philosophy of the Chilean labor movement and compare it to the trade union movement in this country.

He hopes to determine whether the political orientation of unionism in Chile will be temporary or permanent. He says that the study may be pertinent to the development of workers education programs in Chile.

Prof. Morris, his wife, and three children plan to fly via Cinta Airlines from New York. They expect to find a house after they arrive in Santiago.

SHORT COURSE TO BEGIN FEB. 2

Twelve executives from industry and government (including the Air Force) have enrolled to date in Cornell's eleventh program for Effective Executive Leadership, to begin Feb. 2.

Participants in the course will come to the campus for four weeks of concentrated study of executive management, with special emphasis on human relations in administration.

According to Prof. Felician Foltman, this year's course director, the program has been revamped to better meet the needs of participants. The courses' major units have been re-organized; Human Relations will be given first by Prof. Frank Miller, who will provide theoretical and historical background; Employee and Labor Relations will follow the second week, Prof. Vernon Jensen teaching; Prof. Foltman will next conduct a week's study of Personal Responsibilities of Management People and Managers. During the last week Prof. Ralph Campbell will use practical case discussions to attempt to integrate what has been learned.

As in the past, the group will live and study at the Statler Inn.
MCCONNEIL NAMED TO WILSON FELLOW COMMITTEE

ILR's Prof. John McConnell, Dean of the Cornell Graduate School, was among the ten deans and professors chosen from graduate schools throughout the country to be members of a national selection committee for the Woodrow Wilson Fellowships. The committee's task is to select the recipients of the 1,000 fellowships given by the Wilson National Fellowship Foundation.

WINTER REVIEW PUBLISHED

The January, 1958 issue of ILR Review provides a glimpse of labor relations in Soviet factories, an analysis of New York State's minimum wage law, and a detailed description of Histadrut, Israel's labor federation, among other information.

Seymour Lehrer, former ILR graduate student, contributes an article, "The CIO Jurisdictional Dispute Experience," in which he states "...one of the major compromises which smoothed the path for the AFL-CIO merger was the decision to merge first and settle problems of dual jurisdiction later."

An innovation of this issue of the Review is the division of the Book Notes and Reviews section into subheadings, e.g., Labor-Management Relations, Social Insurance, etc.

Professors Jesse Carpenter, Alice Cook and Harrison Trice have reviewed books.

PROGRESS OF BUILDING PLANS

According to Professor Gormly Miller, who is ILR's liaison with architects, etc., ILR's new construction has been redesigned to harmonize more closely with Moore Lab, which it will adjoin. Emphasis on the new building will be vertical rather than horizontal, and its exterior will be stone veneer.

Although the new design has been approved and the architects are now working on the detailed drawings, Prof. Miller estimates that it will take nine months to complete working drawings. He thinks that construction won't begin much before a year.

Sketches of the new construction are in Miller's office in the Library and he invites anyone interested to inspect them.

EXTENSION SERIES PLANNED

ILR, with the cooperation of the Ithaca Industrial Management Club, is conducting a six-week lecture-discussion series on "Problems and Issues for Managers." The group will meet in Room 50 of ILR School from 7 to 9 p.m.

Prof. Harlan Perrins was lead-off speaker January 15 on the topic "Wage Payment Methods: Hourly or Incentive," followed at weekly intervals by: Prof. Donald Cullen on "Is a National "Right-to-Work' Law Desirable?"; Prof. F. F. Foltman on "Selection and Appraisal of Employees"; Prof. Emil Mesics on "Trends in Management and Supervisory Training"; Prof. Henry Landsberger on "Influence and Leadership"; and Prof. Alpheus Smith speaking on "Of Men and Managers."

A nine-session extension series for the Binghamton chapter, Society for the Advancement of Management, is being conducted; Prof. F. F. Foltman is teaching every other session. Title of the course is "Modern Managerial Ideologies."

Visiting lecturer Albert Martin is conducting a six-session series on "The Role of the Supervisor in Accident Prevention" for the Finger Lakes Industrial Management Club in Geneva.

ILR PROFS CO-AUTHOR CHAPTER

UNION BAG PROGRAM

As an outgrowth of a management coaching program ILR conducted three years ago for the Union Bag Company, the School has been requested to continue its work with them on a company management development program. The manager of industrial relations for the Savannah, Ga., plant and the assistant manager recently came to Cornell to consult with faculty members.

The program's first phase will consist of a course for the plant's management committee by the plant manager and his immediate assistants. Profs. Frank Miller, Robert Risley and Alpheus Smith will conduct two two-day sessions, the week of January 26 at the company's lodge just outside of Savannah.

FACULTY TO TALK CHICKEN

Three ILR faculty members will lead discussions on the labor situation on poultry farms at the Winter Poultry Series conducted by the College of Agriculture's Poultry Department: Prof. Ronald Donovan at Mt. Vision on Jan. 20; Prof. Marlan Perrins in Ithaca on Jan. 28 and at Cortland on Jan. 30; and Prof. Alpheus Smith somewhere in Ontario County on Feb. 25.

NEW STAFF PERSONNEL

A couple of newcomers have joined the Materials Lab staff: Mrs. Marla Palmer is Russ Hovencamp's right-hand girl as machine operator. A native of Prattsburgh (N.Y.), Marla worked for a year and a half for Eastman Kodak in Rochester in Emergency Record Preservation. She came to Ithaca with her husband, an Agricultural Engineering freshman.

Don Patterson has replaced John Bocn as mail clerk. After graduating from Ithaca High in 1953, he spent three years in the Army, mostly in Europe. Prior to coming to ILR he was a shipping and sales clerk for Stallman of Ithaca and a furniture salesman for Montgomery Wards.

Mrs. Eleanor Beeson Gully, former ILR conference secretary, is currently working on the Minimum Wage Study. She expects to rejoin her husband next month after he returns from a Navy cruise.

REPRINT ISSUED

Reprint #66 of the School series has recently been issued: "Dispute Settlement in the New York Longshore Industry" by Prof. Vernon Jensen (from ILR Review, July 1957).

PROF. KONVITZ' CITATION

Below are excerpts from the citation recently presented to Prof. Milton R. Konvitz by the Liberian government for his work on the Liberian Codification Project:

For his outstanding achievement in the fields of Labor and Industrial Relations and of law and his keen sense of civic responsibility;

For his untiring efforts, honest and invaluable services rendered in the systematic arrangement, orderly compilation, editing and effective indexing of the statutory laws of Liberia, which stand out as an accomplishment of monumental significance in the history of Liberia;

In recognition of his ingenuity and efforts in cultivating and broadening the cultural and economic relations of the peoples of our respective countries, thus strengthening the cordial and friendly relations already existing between the Government and people of the United States of America and the Government and people of the Republic of Liberia;...
Two ILR alumni were recent recruiters at ILR School. Frank (Bud) Hollands, MSILR '51, Employee Relations Coordinator for Imperial Oil, Ltd., Montreal, and Gerald Sass, Employment Manager for Stromberg-Carlson, Rochester. Sass is a Ph.D. candidate.

Harlan Perrins of Extension and Thad (husband of Extension Secretary Eleanor Fairbanks) are coaching peewee hockey at Lynah Rink these Saturday mornings.

Prof. Jean McKelvey will attend a meeting of the National Academy of Arbitrators in St. Louis on Jan. 29-Feb. 1. She will chair a session on impartial umpireships.

Leone Eckert and Curtis Stucki of the Library staff, Prof. Jean McKelvey, and Wally Wohling of the Metropolitan New York Extension office attended the CIO's annual New Year's party at state CIO headquarters in New York City.

The three first-mentioned also attended the Library Historians' section of the American Historical Association convention in New York. Lee Eckert is secretary of the Library Historians' section.

ILR senior Norman Weber (and Mrs. Weber) are parents of a son born December 2. Norm works part-time in the Library.

Iskander Tedjasukmana, ILR graduate student, former Indonesian minister of labor, discussed the Indonesian political and economic situation at a Wells College current events lecture January 8.

Yarn wanted. Any odds bits of yarn or discarded hand-knit articles needed by Chief Afghan-Maker Doris Stevenson in Room 4.

The record for holiday long-distance traveling we believe goes to Mrs. Darlyne Larson of the Fiscal Office. They flew to Cloquet, Minn., for part of the vacation. Mrs. Jo AmMills (secretary to Prof. Jensen and Richardson) and husband visited relatives in Williamsburg, Va., and Yonkers. Mrs. Roxanne Iuizi of Resident Instruction, with her husband, visited relatives on Long Island. Mrs. Maria Hendershot, secretary to Prof. Ralph Campbell, visited in Andover, N.J.


During the Christmas holidays Prof. William F. Whyte attended the 50th annual meeting of the American Anthropological Association at Chicago's Palmer House.
Mrs. Joyce Wright, Resident Instruction secretary, returned December 30 from a six-week maternity leave. Son Billy is now two months old.

Mr. and Mrs. Myev Evans spent a few days in Boston and vicinity during the holidays. Evans, a visiting fellow from the British Ministry of Labour, plans to leave Cornell for Washington, D.C. at the end of January. The Evans expect to remain there until Easter, at which time they will tour the country.

Dr. Temple Burling presented a paper on "Vocational Rehabilitation: Transition from Hospital to Community" at a meeting of the American Association for the Advancement of Science in Indianapolis during the holidays.

Prof. Harlan Perrins of Extension spoke in Watertown last month on "Training in Banking in Industry" before the Northern New York chapter, National Association of Bank Auditors.

Mrs. Edwin Witte, wife of former visiting professor Witte, sends greetings from East Lansing, Mich.: "We're enjoying this year at Michigan but even so, we've missed our own University of Wisconsin. Our roots are really too deep there. Edwin's making progress on his textbook on social security. . . . We've made reservations to fly to London on June 13. Plan to spend most of the summer in the British Isles and in the Scandinavian countries--all of which is possible because of the wonderful symposium gift." (Witte's address is Apt. 1202-I, University Village, East Lansing, Mich.).

Theresa and Pat O'Reilly are parents of a daughter, Maureen Ann, born November 24 in Rochester. She weighed 7 lbs. 5 oz. Theresa was a former ILK secretary; Pat '57 is job analyst with Stromberg-Carlson.

To former Statistics Division secretary Agnes Murray (and husband) was born a son, Tommy--last September. The Murrays live in Hicksville, L.I.

On January 3 Professors Risley and Tolles, Toni Nell and Marian Stever met in New York City with Charles Pierce, director of the Division of Research and Statistics, State Department of Labor, to discuss the school's work on the impact of the minimum wage study and the relationship of this project to the study that the State Department of Labor is conducting.

Anne Dimock of Resident Instruction is settled in a new apartment in her brother's home on North Sunset Drive.
Mel Roberts, MILR candidate, has accepted a position with Esso Standard Oil (N.J.) at its Baton Rouge Refinery, where he worked last summer. He doesn’t know yet what his specific assignment will be.

Prof. Robert Risley reports a series of speaking engagements: On Dec. 4 he discussed "Developing First Line Supervisors" at a State Nurserymen's Association meeting at Statler Inn. And because the scheduled dinner speaker was delayed by a storm in New York, he also gave the after dinner speech, on a topic of which the program director said, "quite frankly, at this point we aren't too particular!"

Last week Risley spoke on "Personnel Problems of Small Businesses at the Northeastern Nurserymen's Association at the Hotel Roosevelt in New York City. Next week he will conduct a session on Personnel and Labor Relations in a program for members of Erie and Niagara County Floriculture Groups.

Mrs. Dolores Greenberg, who has been working part-time on the School’s minimum wage study, will begin study next semester for a Master's in history at Cornell. She will have a graduate assistantship.

ILR grad students Stan Aegis and Bob Sweetall are co-authors of an article entitled "Lockouts" in the January, 1958 issue of Labor Law Journal.

Seen at a recent Friday night basketball game at Barton Hall was former professor Ken Beach, now with Aramco in Saudi Arabia. He was in Ithaca visiting his daughter and her family.

Alice and Dan Duberman of Southampton, N.Y. are parents of a daughter, Judith Susannah, born December 27. Alice was formerly secretary to Prof. Tolles.
This month our subject is a New Englander born and bred—a native of North Andover, Mass., who was transplanted to upstate New York by a love of music and who stayed on because of just plain love.

Ardis Bowers of Distribution Center was introduced to music in general and to the piano in particular at an early age. She took piano lessons from age 10 on. Piano practice was augmented by performing in public—duets and solos in grammar, in high school, and for Thanksgiving concerts and Christmas plays.

Sunday, a day of rest to most, was Ardis' busiest day. It went like this: she sang in the Congregational church choir at morning service, played piano for Sunday school class, taught a Sunday school class, played for young people's service in early evening, followed by singing again at evening service. And for this she didn't even earn straight pay!

Otherwise Sunday would have been a dull day, for Ardis' parents were strict and even such innocent pleasures as Sunday walks were frowned upon. Her father must have sometimes relented, because Ardis remembers skating with her dad on Sunday afternoons on nearby Lake Cochicewick. She also found time to play center and left guard in basketball games and to win a letter as outstanding player.

After graduation from North Andover High, Ardis hoped to attend Boston Conservatory, but her folks persuaded her to enroll at Ithaca Conservatory (now Ithaca College) for a three-year course in piano. After taking entrance exams, Ardis was entered as a second-year student. Here she studied under Leon Sampaix, famous Belgian piano teacher. Her course of study was aimed to fit her for a career in Chautauqua and the Lyceum, where a pianist, a violinist and a singer performed together. She studied dramatics and voice also.

In Ithaca, history repeated itself and she found her spare time occupied with playing piano for parties in the old Star Theater, for the Bement sisters who taught dancing and for the Bowers School of the Dance. She also sang in the Methodist Church choir.

But by spring of her first year in Ithaca Ardis met and married a young carpenter who lived in nearby Enfield. At this, the college authorities sternly wired her parents: "Ardis has eloped to Enfield!" (A sidelight of the ceremony was that it was performed in the Enfield Baptist parsonage where mail clerk Don Patterson now lives).

A year later a daughter, Ruth, was born to the Bowers; and seven years later Mary Jane arrived. During this time Ardis gave private piano lessons and worked for a year at Lents Music Store playing classical music for purchasers of sheet music in an era before the radio and TV.

For ten years prior to coming to ILR Ardis worked at Montgomery Ward's where she first was hired for the Christmas rush. During her last five years there she headed the mail order department and came to know half of the city's population—at least the mail-ordering half. She remembers Isador Blumen, Connie Rotundo as a child not tall enough to reach the counter, and many others.

Ardis came to ILR six years ago after an operation which made standing all day difficult. An ILR's Distribution Center Ardis' job revolves around plates—not plates to eat from, but plates to get addresses from. She adds plates, subtracts 'em, sorts 'em, tabs them, and even discards them. In her keeping are addressograph plates of all Review subscribers, of all ILR alumni, out-of-school readers of POI, personnel lists, publicity lists, union lists, and mostly recently added, the circulation list of the publication, Human Organization.

Ardis occupies a room (with the freedom of the house) at her daughter's mother-in-law's home. Her work-a-day life is punctuated with frequent visits to her parents' new home in North Andover, and better yet, to their summer home at Windham, N.H. on Cobbett's Lake. Here, she says, the water is so clear that she can sit on the porch and watch trout and bass feeding near shore. Ardis drives to New England in a new Plymouth, a recent gift from her dad.

Ardis is a grandmother twice-over. Her elder daughter has two boys, 13 and 10. Her younger girl, Mary Jane, is an accountant in the College Fleet Office in Roberts Hall.
NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS, AT CORNELL UNIVERSITY
for faculty, staff, students, friends

Vol. 10, No. 6
February 1958

Program for Grumman

About 20 management people from Grumman Aircraft Corp. will be on campus March 2-15 to participate in a management seminar conducted by ILR School. During the first week Human Aspects of Administration will be discussed. The Administrative Process will be the topic for the second week. Unit coordinators will be Wallace Wohling of ILR's Metropolitan New York Office and Prof. Harlan Perrin, respectively.

According to Prof. Robert Risley, program director, the seminar program was set up an experiment with the aid of a Grumman planning committee. If the program succeeds in meeting hoped-for objectives, additional groups from the company expect to come to the campus for subsequent seminars. In addition, further development activities will be conducted at Grumman through the School's Metropolitan New York Extension Office.

Faculty-Alumni Seminar

To Explore Current Issues

The Fourth Faculty-Alumni Seminar, to be held March 28-29 at the Hotel Martinique in New York City, will explore current ILR issues—profiles in management, the press and ILR, new focus on the shorter work week, personnel and the professional employee. Those in charge of the program promise that a new scheduling of events will provide more time for work and play.

A detailed program will be available soon and all ILR faculty and alumni are urged to save the date for a springtime reunion in the Big City.

New Bulletins Issued

Two new bulletins (Nos. 38 and 39) will soon be issued by the School's Office of Research and Publications: "Democracy in the Labor Movement" by Joel Seidman, and "Corruption and Racketeering in the Labor Movement" by Philip Taft. Each publication is based on a series of lectures given at Cornell last year by the author, under the auspices of ILR School.

Seidman's bulletin discusses three topics: The Problem of Union Democracy, Factors Affecting Union Democracy, and The Conditions of Union Democracy. Prof. Seidman is chairman, Social Sciences staff, the College, University of Chicago. He is co-author of The Worker Views His Union, to be published next month.

Philip Taft, author of Bulletin No. 38, is professor of economics at Brown University. In his ILR publication he first discusses A Backward Glance, followed by Where Corruption Thrives, and Remedies and Their Limits. Taft is author of many books on the American Labor movement—most recently, The A.F.C.I.L. eff81er8

Sweetall Named Research Associate

Robert Sweetall, M.B.A. '58, has been appointed Research Associate to work on the School's research study on the Impact of the Minimum Wage Order. Sweetall will assist Antonia Wall with field interviews, and will analyze data after it is collected.

Sweetall has a B.B.A. from University of Pittsburgh. He formerly did personnel work at Aberdeen Proving Ground. Last summer he was student assistant for the State Labor Relations Board.
SCHOOL OPENS FOR SPRING TERM

Despite its burden of two feet of snow, Cornell and ILR opened its doors on schedule, with 19 entering undergraduates and five graduate students added to the school's enrollment. Undergrads include two rejoins--Joseph Carroll and Richard Cowles--and transfers, mostly from other colleges at Cornell, as well as three special students.

Graduate students include three M.S. candidates, one provisional student and one non-candidate.

A course new to ILR's curriculum is ILR 330, "Learning and Theory in Organization," taught by Prof. Ralph Campbell. ILR 391, "Sources and Materials in Industrial and Labor Relations" (391) is being given by Associate Librarian Bernard Naas. Visiting professor John Richardson is teaching ILR 491, "Labor Relations in Underdeveloped Countries."

MARTIN TEACHES CORNELL SUPERVISORS' GROUP

ILR's Visiting Lecturer Al Martin is teaching a second course for about 25 Cornell supervisors. The six-week course which began Feb. 13 is titled "The Role of the Supervisor in Accident Prevention."

SLOCUM TO HELP RUN SUNY

John Slocum, Ph.D.'50, as an executive dean of the State University of New York, will share with two other deans the administration of the 42-unit university until a new president is named. President William Carlson resigned last month.

The new administrators are: John Slocum, executive dean for four-year and professional colleges; Dr. Herman Cooper, executive dean for teacher education; and Dr. Lawrence Jarvie, executive dean for institutes and community colleges.

The deans have taken on their new assignments in addition to their regular duties. All have headquarters in Albany. Carlson's resignation is effective September 1, but the Board of Regents, at his request, granted him a leave of absence until then.

Slocum has been executive dean since April 1957. Previously he was secretary of the State University and assistant to the chairman of the Board of Trustees, to which position he was appointed in 1952. Prior to that he was education director for Amalgamated Clothing Workers of America. From 1940 to 1950 he served in administrative and teaching capacities at ILR School. He is a graduate of the University of Chicago, where he received his B.A. and M.A. degrees.

RICHARDSON TO GO TO INDIA

ILR Visiting Professor John Richardson has accepted an invitation by the Indian government and the International Labor Organization to spend six or eight months in India this year on a technical mission to advise the Indian government on aspects of industrial relations. He expects to leave the States next fall. In India his headquarters will be in New Delhi, but he will travel to industrial centers throughout India. He hopes that Mrs. Richardson, now in England, will accompany him.

SAFETY GROUPS TO MEET

The School's three-week program for State Department of Labor construction safety consultants has been extended an extra week. Each of the three groups trained to date will return to Cornell for a fourth week. The first group will be on campus the week of February 21; the second group in late March; and the third group a month later. Al Martin is program director.

CORVINI ADDRESSES AMA

"Time Out for a Closer Look at College Recruiting" was the subject of an address given by Prof. Rudolph Corvini at the American Management Association Mid-Winter Personnel Conference Feb. 19 in Chicago. Corvini is spending a sabbatical year with Socony Mobil Oil Co. as special assistant in the Employee Relations Department.
**GRADUATE ASSISTANTSHIPS**

The following is a list of graduate assistantships and their assignments for the Spring term:

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**REPRINTS ISSUED**


**RICHARDSON’S WRITINGS**

Visiting Professor John Richardson has two works in process of publication:

Due shortly is a research study on Economic and Financial Aspects of Social Security which he completed last year while in Toronto. It will be published jointly by Allen and Unwin of London and the University of Toronto Press.

In process of publication by the International Labor Organization is a brochure on collective bargaining, one of a series ILO puts out on various aspects of industrial and labor relations for use in worker education courses.

**EXTENSION TEACHERS TO MEET**

Teachers of ILR Extension courses in the area of personnel administration will meet in Ithaca March 21 and 22. Prof. Robert Risley will be in charge of the program.
WHAT FEBRUARY GRADUATES ARE DOING

Stanley Aiges--consultant with Fred Rudge, Inc., a public and industrial consulting firm, New Canaan, Conn.

Jesse Friedman--assistant director, International Labor Center, St. Johns College, Annapolis.

Joe Guggenheim--Personnel Division, Western Electric, New York City

Joe Kelly--General Telephone Company of Upstate New York

David King--Employee Relations Dept., Socony Mobil Co., Chicago


David Nye--Employee Relations Dept., Socony Mobil Co., New York City

Tony Sinicropi--instructor in Economics, St. Bonaventure University, Olean

Joe Berzok and Rupert Chisholm will enter the Army; Warren McLaune is headed for the Navy.

KONVITZ NAMED TO INQUIRY COMMISSION

Prof. Milton Konvitz has been appointed a member of a special commission to make a study of the compliance operations under the New Jersey Law Against Discrimination. Other Commission members include the chairman of the Massachusetts Commission Against Discrimination and the deputy director of the Pennsylvania Fair Employment Practice Commission. The special investigating commission will have authority to study the files of cases handled by the New Jersey agency, and to report favorable and unfavorable aspects of current compliance practices and procedures, and to make recommendations.

MORE FROM THE MAILBAG

Word has come to Arnold Hanson from Resident Instruction staffer Jim Campbell, now settled in Berkeley, Calif., for a semester's sabbatic: The Campbell's address is 2960 Pine Avenue, Berkeley.

"Our trip (by car) was very pleasant and we had good driving all the way except for some snow in Arizona....We arrived in S.F. on Jan. 30 and stayed with friends until locating a place to live. I thought Ithaca was a high rental area but Berkeley is way ahead...We did find a place--a furnished, one story house, with a small yard. A Steinway baby grand occupies a quarter of the living room and there are volumes of books throughout the house. We are just about a mile from the campus...Jamie attends Junior High about a half mile from the house....I have spent quite a bit of time at the University...have an assigned place in the library for study. Am planning to audit a survey course and a seminar in Industrial Relations, both offered by J. W. Gardarino who knows Jack McConnell...."

Emeritus Professor Lynn Emerson and his wife are moving into the first house they've owned in their married life. Their address is 8907 Montgomery Ave., Chevy Chase, Md. According to Prof. Emerson, "We have a large lot where I can get my exercise in gardening and lawn cutting, space in the basement where I can have a shop and darkroom, and a basement room with a fireplace, which I plan to use for a study.

"My immediate chief at U.S. Office of Education is John Walsh, M.S.Ed.'47...At Asbury Park recently I had a visit with Burr Coe (Ph.D. '51) and also had dinner recently with Carl Anderwald (Ph.D. '48) in Washington, and lunch with William Becker, Ed.D.'52, with whom I worked in Israel."
FROM THE MAILBAG

Prof. Fred Slavick, until last year an ILR faculty member, writes from Iowa's College of Commerce: "Things are going well here at Iowa. Am up to my neck in one research project and planning one or two others. Just sent back the galley proof of the paper I gave last September at the ILRA meetings. It will be published in the Proceedings, and the Bureau of Labor and Management is also planning to distribute it as part of our Reprint Series.

"My major effort during the past several months has been getting started on an unemployment insurance project. I'm doing a study of the disqualification experience under the Iowa law. As you may know, the disqualification rate in this state is one of the highest in the nation...."

"I've also been meeting with an inter-disciplinary group at the university's Institute of Gerontology—two sociologists, two political scientists, two clinical psychologists, and myself. We are trying to develop a project in this field.

"Thus far, I've enjoyed my work here.... I've been quite active in music, playing in the university orchestra and string quartet...."

GRAD STUDENT ELECTIONS

The following officers for 1957-1958 have been elected by the ILR Graduate Student Council: President, Larry Boyajian; vice-president, Val Tackowiak; secretary, Arenda Spieele; and treasurer, George Myers. Representative to Graduate Committee is Allan Snyder; representative to Placement Office, Bob Garton; the two members-at-large are Tom Kane and Jane Billing.

PERSONNEL CHANGES

Don Tompkins, former Distribution Center and Materials Lab supervisor, has quit ILR and the East to join the growing number of former ILRers in the Far West. Don and his wife, Jean, plan to settle somewhere in California, possibly in the Sacramento area. Jean is a native of California. Don has lived in California previously; he was stationed at Oakland when he was in the Navy, and more recently (1953-55) with the Air Force.

Mrs. Roxane Rothman has replaced Marie Burnett as library circulation assistant. She is a native of White Plains and a graduate of Ithaca College's Music Department. She has done musical and recreational therapy at Pilgrim State Hospital, West Brentwood. Roxane's husband is a fifth-year Mechanical Engineering student.

Marie Burnett is currently working part-time in the library.

Mrs. Evelyn Johnson has joined the staff of ILR's Minimum Wage Study as project secretary. She is the wife of a Navy lieutenant and the mother of three children, ranging in age from six to 14. Most recently the Johnsons lived in San Francisco where Evelyn worked for the Navy Department of Civilian Personnel. She has also worked at Johns Hopkins. Husband Bill is attending Cornell's Hotel School, courtesy of the Navy.

Lucy Straus has moved from her former spot as conference recorder to the job as research assistant in the School's Research Office. She replaces Carol Seidenberg who has moved to New York City.

Virginia Rector who formerly worked on the Minimum Wage Study has left Cornell for the Midwest. She intends to find a job in Madison, Wis.

Because of the resignation of Don Tompkins, several shifts in responsibilities have been in the Materials Lab and Distribution Center. Russ Hovencamp is supervisor of the Mat Lab; Mrs. Ardis Bowers is in charge of the Distribution Center. Both of these offices will continue to be under direct supervision of the Administrative Assistant's Office. Mrs. Margaret Mason has moved from the Materials Lab into the Distribution Center, where she will continue to order and distribute supplies.
Barbara and Jerry Proctor are parents of their second son, Brian Franklin, born Feb. 15. He weighed in at 7 lbs. 2 oz. His mother is secretary to Prof. Risley.

Dick and Alyce Ritti are parents of their first child, Leslie Rae, born Feb. 1. She weighed 8 lbs. 3 oz. Leslie’s dad is a doctoral candidate and this semester is assisting in Statistics.

Mildred and Roy Marlow (Ed.D., '55) are parents of a daughter, Kathryn Elizabeth, born January 13. She weighed 7 lbs. 9 oz. Her birth was announced by a most original hand-made drawing.

Former ILR secretaries Barb Breckenridge and "Butch" Cleveland are both working in aircraft industries at their newly-adopted home in Tucson, Ariz.: Barb at Douglas Aircraft, and Butch at Hughes.

Grace Horton’s husband, Sam, has a 15-minute spot on WHCU at 2:15 p.m. each Sunday, during which he tells about the "old days" in Ithaca.

Conference secretary Carol Sue Keene is pinchhitting for Barbara Proctor in Prof. Risley’s office during Barb’s maternity leave.

Prof. Milton Konvitz has contributed an article, "Hebrew Studies Come Back," to the current Cornell Alumni News.

Mary Wager of the Extension staff recently spent a week visiting friends in Houston and Galveston, Texas. Mary flew both ways non-stop and says she had wonderful weather and good plane connections.

Visiting Professor William Isaacson, at ILR on Mondays and Tuesdays, has headquarters in Room 26.

Dean M. P. Catherwood spoke in Philadelphia Feb. 3 on "Wages and Inflation" before the Public Utility Buyers Group of the National Association of Purchasing Agents.

Prof. Ralph Campbell spoke Feb. 19 before the Corning Kiwanis Club on "Education and Training in the Sputnik Era."

According to Prof. Gardner Clark, former ILR Professor Mark Perlman is spending this year at Harvard University doing special research. Perlman is author of a book, Labor Union Theories in America, just published by Row Peterson, which Prof. Neufeld is using as a text in ILR 452.

Burr Coe, Ph.D., ’54, won fleeting fame for being mentioned in the February 1958 issue of Ladies Home Journal under a feature, "How America Lives." As director of Middlesex County’s (N.J.) Vocational and Technical High School, Burr is the boss of the teacher-husband mentioned in the story.
Take one 26-year-old Ph.D. candidate (and placement counselor), add one pretty southern miss (or Mrs.), three small fry (all under three), plus one Bassett-type pup, mix well, and you have the busy, but happy Roger Walker family. That he retains his urbane manner despite this domesticity he admits is due to his understanding and capable spouse. Thus, Roger is successfully combining scholarship, earning a living, and raising a family.

This year he's added placement counseling in Resident Instruction to his schedule, where he's keeping Rudy Corvini's seat warm for him.

Roger's life began in Milwaukee, but he moved to Miami at age one, where his dad was chairman of University of Miami's chemistry department. The depression forced the family back north, this time to Marinette, Wis., where dad was director of research and development for a chemical firm. Roger, an only child, completed his secondary education in the North and attended William Jewell College in Liberty, Mo., for a year before the family returned to Miami. This time his dad was dean of research at Miami.

Apparently interested in many fields, Roger changed his undergraduate major four times—from chemistry, to philosophy, to business, finally settling on economics. After graduation he continued on at Miami for a master's—still in economics, under Jim Vadakin, Ph.D. '52. Jim is now a full professor there. Here Roger was a teaching assistant in economics and at Miami this means complete responsibility for the course.

Far from having a majority of "crackers" as classmates at Miami, over half came from the Yankee states of New York, New Jersey and Pennsylvania. And one of our hero's pet peeves is folks who generalize about students from southern universities "just naturally being inferior."

Roger once spent a summer assisting a pro golfer; his duties ranged from giving lessons to cleaning out lockers. He started playing golf at age ten, but never did get to compete with his dad, who was once northeastern senior men's champion.

Because of a severe knee injury sustained in high school football, Roger was excused from serving Uncle Sam. His knee was dislocated four times in quick succession and even now prevents him from running.

Roger met his wife, Bobby (christened Barbara) as a Miami undergraduate. The two were graduated together and were married soon after. After a leisurely honeymoon through the southeastern states, they returned to Miami (and reality) with but a quarter between them.

At Jim Vadakin's suggestion, Roger investigated ILR as a place for doctoral study. And to Ithaca he came after a year and two summers at Miami. Bobby remained with her parents in Maryland to bear the Walker's first son and the twentieth grandson on his mother's side.

Roger has been assistant successively to several ILR faculty members: Foltman, McConnell, Slavick, McConnell and MacIntyre. He did take six months out for research in Washington, D.C. for the President's Commission on Veterans Pensions. His doctoral thesis, now in second draft, is an evaluation of a pre-retirement planning program at T.V.A. In all, Roger has spent about four and a half months there—interviewing, administering a questionnaire, etc. He hopes to be finished as a student by June and admits that he'd like to continue in academic work.

If Roger does complete his graduate work on schedule, it will be in spite of his eldest, Walter, age three (and the pup, Genghis Kahn). Whenever Roger tries to study at home, Walt brings paper and crayon "to help daddy." Sometimes, Barby, age two, joins the two. Roger remembers that in an earlier apartment, the door to Roger's sanctum had an inch crack beneath the door, and Walt, then about nine months old, would squeeze his hands under the door and poor dad would be confronted with two small pleading hands.

Wills, age 7 months, completes the Walker menage. The aforementioned pup keeps his master's supply of socks to an absolute minimum. And eats the rockers from the kids' chairs. Roger says it quite a sight to see the family out for a stroll—the pup rigged out in his red, black and white striped blanket.