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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
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Comments
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FORD FOUNDATION GRANT MADE

Under a $190,000 Ford Foundation grant, the ILR School is sponsoring a three-year study to examine the impact of present-day retirement policies and practices upon the nation's economy and upon older people. Under the study, retirement policies of industrial organizations as well as those of non-profit organizations such as schools, colleges, and welfare and government agencies will be evaluated.

The study will be carried on by Fred Slavick and E. B. Shultz, both of whom have recently joined the ILR staff, assisted by Prof. Patricia Smith of the Cornell Psychology Department. Charles Hulin will be the graduate assistant assigned to the project. The study will be under the general direction of Dean McConnell.

The staff undertaking the study plans to analyze the specific arrangements, automatic as well as selective, which are now used by organizations and also to evaluate the programs now in use for preretirement planning.

FUNDS GIVEN TO TRAIN TRADE UNIONISTS

Cornell University has received a grant from the Marshall Foundation for a project to equip selected trade union people with some of the knowledge, understanding and skills necessary for work in the international labor field. The program has two parts: (1) a nine-month period of resident study at Cornell; and (2) an internship assignment either abroad or in this country for a period of 12 to 15 months. This program will be directed by ILR Prof. Ronald Donovan.

NEW FACULTY APPOINTMENTS

Several new faculty appointments have been made:

Joseph W. Garbarino of the University of California has been named Visiting Professor for the Fall term. He will teach the undergraduate course in Social Security and a graduate course in Current Issues in Economic Security. He has an undergraduate degree from Duquesne University and a M.A. and doctorate from Harvard. At the University of California, where he has been on the faculty for the past 10 years, he is on the staff of the School of Business Administration and of the Institute of Industrial Relations. He formerly worked in the Army Comptroller's Office.

Edwin B. Shultz has been named Visiting Professor to work on the Ford Foundation project. For more than 20 years he has been Chief of the Labor Relations Branch of TVA. For the past year he has been Personnel Staff Officer. Shultz has an A.B. and M.A. from Washington and Lee University and has done graduate work at Columbia.

A. Keith Collins has been appointed Assistant Professor and Placement Counselor to handle placement and related duties in the School's Office of Resident Instruction. He did his undergraduate work at University of Western Australia and received a M.Ed. and Ph.D. from Cornell. While doing graduate work at ILR he served both as graduate assistant and instructor. He has been both training officer and assistant manager of...
personnel for the Vacuum Oil Co. in Australia. He has just completed some lecturing at University of Melbourne, and plans to come to Ithaca about November 1.

Robert Hewett has been named Research Associate to do research on an Illumination Products grant under the direction of Professor Risley. Hewett has a B.S. and Master's from the University of Oregon and has done research for both state and federal governments. He spent two years in the U.S. Army.

Dr. Aife Sayin has been appointed a Visiting Fellow for the academic year. She is affiliated with the Institute of Business Administration at University of Istanbul, Turkey. She was at ILR during the summer of 1957. Miss Sayin has a Ph.D. from Bryn Mawr and several years' teaching experience in the States, chiefly at Marietta College.

ILR OPENS WITH CONVOCATION

A student-faculty-staff convocation in Philips Hall auditorium on Wednesday, September 23 opened ILR's academic year. At the convocation new faculty members were introduced; the Borden Company Foundation award of $300 was presented to Jessica Reynolds as the senior having the highest grade average, and the Father Kelley award winner, Thomas Donovan, was introduced. The Kelley award of $1200 annually is presented by Local 3, International Brotherhood of Electrical Workers.

Newly-appointed Dean John W. McConnell told his audience that the most important knowledge that a practitioner in industrial and labor relations may possess is of man himself. He warned students against narrow specializations in their preparation for careers, and declared that practical education in industrial and labor relations must be liberal because the central fact in all our study is man himself -- as an individual, man as part of a group, man as an anonymous statistic in a labor force tabulation.

D-DAY (FOR DEMOLITION)

Thursday, September 24 was a date to be remembered in ILR annals. A special communique issued by J. Gormly Miller announced that on that date "at 0800 hours" the wreckers moved in and began demolition of buildings in the Veterinary Quadrangle. This event provides the first proof positive that new ILR buildings actually will rise from the site of the Veterinary College. According to the Resident Engineer in charge of the project, all of the contracts have been signed.

PROF. KONVITZ VISITS LIBERIA

Prof. Milton Konvit, director of the project which drew up the official body of law now used in Liberia, left September 9 for Liberia to advise the government on new labor legislation. His trip is at the invitation of Liberian President Tubman. He and Mrs. Konvit are spending about a month in Liberia. This is Konvit's second trip there; he spent a brief period there in 1952 to initiate a Point IV project to codify the laws of Liberia.

Upon his return to the States, Prof. Konvit and his family will live in Princeton where he is spending a sabbatical year.

Professor Konvit has arranged for four Liberian lawyers to study at Cornell this semester to gain training in legislative drafting.
PROF. MCKELVEY RETURNS FROM SABBATICAL

Prof. Jean McKelvey has returned from a year's sabbatical, mostly spent in her hometown of Rochester. She says that this leave is her first real relief from teaching since 1932. She figures that she spent about half of her sabbatical working on two major strikes - the Ironworkers dispute in upstate New York and the West Virginia Pulp and Paper dispute at Mechanicville. In both cases fact-finding panels were named.

For the sixth time Professor McKelvey has edited the Proceedings of the National Academy of Arbitrators. This year's edition is titled Arbitration and Law and was published recently by the Bureau of National Affairs. One of the Proceedings' chapters was written by Gabriel Alexander, former ILR visiting professor. (During the summer of 1958 Eleanor tum Suden '58 assisted him in its preparation.) The report of the Research and Education Committee was authored by Professor Vernon Jensen, with the assistance of Curt Stucki of the ILR library staff.

ILRERS TEACH PUBLIC SCHOOL PROGRAMS

ILR faculty are engaged in several programs for public schools this fall. Professors Earl French, Joseph Garbarino and Woodrow Sayre are teaching sessions of a 15-week program in Syracuse on a Survey of Labor-Management Relations. Professor Sayre is also conducting sessions of two additional survey courses for school systems at Marion and New City. Malcolm Shaw of the Metropolitan New York Office is assisting with the New City course.

These courses for public schools are approved for two hours in-service credit by the State Education Department.

WHO SITS WHERE

Prof. Alice Cook has moved from Room 25 to the Ferguson-McIntyre suite in Room 13. Visiting Professor Joseph Garbarino shares Room 11 with Kurt Hanslowe.

Prof. Harlan Perrins and Special Programs function in Room 3. Professor Wayne Hodges now shares Room 20 with Professor Emil Mesics.

The Ford Foundation Grant staff has moved into Room 28, thus displacing Mary Ann Coghill and Eddie Tracy who have found quarters in the Quonset Hut.

Newman Jeffrey, a visiting scholar from Wayne University, has desk space in Room 27, Research Division.

TWO CONFERENCES IN OCTOBER

Two on-campus conferences occupy October's calendar.

First — a management seminar for G.I.F. will meet the week of October 11; a two-day Personnel Relations Seminar for the Central New York Regional Hospital Council will be held October 21 and 22.

School faculty will supply instruction for both groups including Ralph Campbell, Ronald Donovan, F. F. Foltman, Harlan Perrins, Robert Risley, and Alpheus Smith.

FOREIGN TEAM TO VISIT CAMPUS

A 20-man European Productivity Agency team will visit the Cornell campus and ILR School the week of October 11. The group consists of both labor and management representatives from 11 European countries. Following their Cornell visit they will visit Rutgers and Illinois. Prof. Ronald Donovan is in charge of the group's program.
GRANTS TO NILE TOTAL $200,000

According to Prof. Ralph Campbell, grants from foundations, government agencies and labor unions totaling more than $200,000 have been received by the National Institute of Labor Education. Campbell in Institute president.

Three of the grants received by NILE will finance preliminary studies which are expected to lay groundwork for experimental labor education programs to be conducted by universities in the fields of industrial mental health, pre-retirement education, and international affairs.

GRANT FOR STUDY OF INDUSTRIAL DEVELOPMENT

A grant has been given to ILR by the Joint Industry Board of the Illumination Products industry for the study of problems in industry in an attempt to develop proposals for improving the future of industry in the Metropolitan area. The study will cover a sampling of approximately 20 of the 100 firms in the New York Metropolitan area.

SCHOOL’S ADVISORY GROUPS TO MEET

The School’s Advisory Committee on Labor Education will meet October 14 in New York City; the Advisory Council will meet November 12 and 13 in New York City.

GALVIN WRITES FROM PUERTO RICO

Miles Galvin, MILR candidate, writes to Prof. Cook from Puerto Rico where he is conducting a year’s study of workers’ education. His address is P.O. Box 2804, Rio Piedras, P.R.

During the latter part of August Galvin observed the leadership training program at the University of Puerto Rico’s Labor Relations Institute under the direction of Fred Nazario, MILR ’54.

On the subject of languages Galvin says: "We are having a language problem ourselves. Spanish is spoken somewhat differently of course, in each country of Latin America; but in Puerto Rico it is different with a vengeance. All of the r’s and s’s are silent, as well as some d’s. The main trouble is that if you speak slowly and distinctly no one can understand you...

"Labor relations are in somewhat of a turmoil here. The carpenters are in the twelfth week of a strike and the Shell gasoline truck drivers are also out on a long strike..."

"Last Sunday I went out into the country with the president of the Independent Union of the Coconut Industry. Their office is a 10’ x 10’ room and there are no paid officers. The president shucks coconuts for a living, and his house has a kitchen with a dirt floor and palm frond roof. Anyway, he had machete-carrying union members going up and down coconut trees like yo-yos for our benefit."

ILR GIRLS BOWL

The ILR girls’ bowling team, winner of last year’s women’s league, is currently in first place. The “Gutterball” teammates are Dottie Johnson, Connie Rotunno and Dottie Scott. The team has been high for the past two weeks. Connie Rotunno recently got a triple score of 539; and as a result none of the professors in her office will bowl with her.
STAFF PERSONNEL CHANGES

Ronald Simons, former ILR mail clerk, is currently working at Allen Wales as floor inspector. His place has been taken by Louis Eberhardt of Newfield. A graduate of Newfield Central School, Louis, with his brother, formerly operated a garage near Newfield.

Mrs. Bernice Oltz, a former ILRer, has returned from her housewife's duties to become secretary to Prof. Fred Slavick and others in the Room 28 Ford Foundation suite. Bernie formerly worked in the Dean's Office.

Mrs. Susan Wray of Oak Park, Ill., is the Statistics Division's new secretary. Her husband is a student in Agricultural Engineering. Susan attended the University of Kansas for two years and worked in fashion boards in Chicago department stores.

Mrs. Bette Calvert, a graduate of University of Oregon, is new circulation clerk in the library. Her husband is a graduate student in the Cornell History Department. Bette has held summer jobs in libraries.

Mrs. Lorenne Marden, a native of Florida, has replaced Janice Smith as secretary to Profs. Hanslowe and Garbarino. Lorenne is a June graduate of Wells College. Her husband is a third year Law student.

Ile Gardner, who has been at ILR since July 1, is secretary to Profs. Hodges and Mexico. She is a June graduate of Attica High School.

Mrs. Grace Galloway is secretary to Profs. F. Miller and Trice. An Arts student's wife, Grace graduated from Green Mountain Junior College and from the Hickox Secretarial School in Boston. She was employed as secretary by the Dolphin Swimming Pool Co. in White Plains.

Mrs. Lily Ann Newbury, former secretary to Profs. F. Miller and Trice, is working in the 4-H Club State Leaders Office on the Ag campus.

Joyce Doucette of the Dean's Office left ILR in August to seek her fortune in Dallas, Texas; she is working in an airlines ticket office. Barbara Senecal, another former ILRer, is also living in Dallas.

Janice Smith, secretary to Prof. Jensen, resigned her job at the end of August. She is living at her parents' home in Greene and looking for work in the Tri-Cities area.

Mrs. Marie Honnes will return October 1 to her job in Materials Lab after a summer's leave.

PEOPLE ARE WONDERFUL

ILR faculty will participate in a three-day extension course in Saratoga Springs October 21-23 on "Labor Relations Aspects of Industrial Medicine". Dean John McConnell will welcome the group; Dr. Temple Burling will moderate a panel; and Prof. Alice Cook will lead a session for the industrial physicians attending.

Prof. James Campbell of the Resident Instruction Office spent a few days last summer as Cornell observer at Ft. Bragg, N.C., summer camp of the Cornell R.O.T.C.

Miss Frances Perkins, ILR Visiting Lecturer, spoke before the local League of Women Voters September 23 on "Women in Politics."
Prof. Leonard Adams has been named research consultant to the State Joint Legislative Committee on Unemployment Insurance. He has resigned from a similar spot with the Joint Legislative Committee on the State's Economy. Adams is also consultant for the Bureau of Employment Security of the U.S. Department of Labor on the policies, programs and public employment.

Irene Franklin, secretary to Profs. Clark and Windmuller, was recently in two car accidents within a week; she escaped with bangs and bruises.

Two graduate students became fathers this summer: Wesley Adams and wife are parents of a son, Kenneth Charles, born July 7; weight 8 lbs. 15 oz. John Popular and wife are parents of a daughter, Donna Lee, born August 14. She weighed 6 lbs. 3 oz.

Prof. and Mrs. Henry Landsberger are parents of a daughter, Ruth, born September 28. She weighed 5 lbs. 12 oz.

ILR Professors Temple Burling, Ronald Donovan, Harlan Perrins, Robert Risley and John Windmuller participated in a Capital District-sponsored conference on "Problems in Hospital Personnel Administration" in Albany on September 23-25.

Prof. Ralph Campbell is teaching a 12-week extension course on "Principles of Management" for IBM's general education program.

Frank Mascola, ILR alumnus, Commissioner of the Federal Mediation and Conciliation Service, was in Ithaca recently mediating a dispute between Morse Chain and the International Association of Machinists.

Arenda Spiele, MS candidate, has accepted a position as personnel director for two Hilton Hotels in Holland. She is currently in Pittsburgh for training.

Prof. Alice Cook will conduct a 10-week session on Labor History for the IBEW in New York City. In connection with this she will make a study of five large unions in non-factory industries (service trades) in administration and government of these unions.

Prof. Milton Konvitz has been re-elected vice president of the American Association for Jewish Education.
Prof. Robert Risley met September 15 with a group from the Painters, Decorators and Contractors Association. Attending were two ILR alumni: John Gibbons of the Northern New York Builders Association, Watertown, and Don Davies of the Associated Building Contractors, Binghamton.

Prof. Wayne Hodges has been appointed to work in formulating a training program in communication for U.S. Army Ordnance installations. On Oct. 20 he will participate in a Syracuse Development program, speaking before groups from Syracuse University and from locally operating industry. On Oct. 23 he is speaking at a supervisory training program in communication for personnel of GE's Electronics Defense units. On Oct. 29 and 30 he will attend a two-day meeting of "alumni" of his summer seminars, now organized as the "Industrial Communications Council."

Prof. P. J. McCarthy of Statistics recently attended the annual meeting of the Social Science Research Council of New York City, of which he is a member of the board of directors. He attended as a representative of the American Statistical Association.

Prof. Jean McKelvey has been re-appointed by Governor Rockefeller to the New York State Board of Mediation.

Prof. Ronald Donovan has replaced Donald Cullen as associate editor of the *ILR Review*.

Visiting Professor Fred Slavick will teach a five-week extension course on "Employee Benefit Plans in New York City for the New York Personnel Management Association. He is collaborating (with Dr. Seymour Wolfbein of the U. S. Department of Labor) on a chapter of a Handbook on Aging edited by Clark Tibbits.

Research Associate Antonia Nell attended the annual meeting of the State Council of Retail Merchants at the Concord, a resort in the Catskills, September 13-16.
Dean McConnell, Prof. Robert Risley, Lois Gray and Wallace Wohlking of the Metropolitan New York Office were invited by the AFL-CIO to sit in the reviewing stand to watch the Labor Day parade in New York City. Also present were Judge William Great, Advisory Council member, George Fowler (ILR '48) of the State Labor Department, and Morris Iushewitz and George Van Arsdale of the School's Labor Advisory Committee.

Word has been received of the appointment of Ed Czarnecki, MILR '57, as assistant director of research and education for the IBEW.

Prof. Ralph Campbell has been invited by the board of trustees of the Institute of International Education to serve on its national selection committee which nominates candidates for Fulbright awards in the field of workers education.

Lucy and Lewis Straus are parents of their first child, Paul Andrew, born August 30; he weighed 8 lbs. 1 oz. Lucy was formerly employed by the School's Research Division. The Straus' address is 81-20 150 St., Jamaica 35, N.Y.

Prof. Ronald Donovan and family have purchased a home on the Town Line Road, west of Ithaca.

Extension secretary Linda Morse and family have bought a trailer already installed on the Midline Road, east of town.

Speaking of houses: the John Patersons recently completed a two-story addition to their home on the Slaterville Road.
CHRISTMAS PARTY PLANNED

ILR faculty, staff and grad students are invited to initiate the Yuletide season Thursday evening, December 10, at the School's annual Christmas party. This year's festivities will be held from 8 til 12 pm at GLF's Bibbins Hall, 120 E. Clinton Street. Refreshments, entertainment, and dancing will be provided, with Roger Knox as square dance caller. Tickets at $1.00 per head may be obtained from the ticket committee or in the coffee room.

Committees are as follows: Earl French, overall chairman;
Decorations: Lee Eckert, chairman, Fred Slavick, Phyllis Van Etten, Berni Oltz, Rod Erickson, Dick Marks
Entertainment: Jo Richards, chairman;
Connie Rotunno, John Douglas, Lester Trachman.
Refreshments: Katherine Anderson, chairman; Carol Keene, Maurice Neufeld, Teddy Bergen, Mrs. John Popular
Tickets: Mary Ann Coghill, chairman; Dick Heptig, Emil Mesics, Ruth Olmstead.

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ILR AND ARIZONA TO CONDUCT SEMINAR

The University of Arizona's College of Business and Public Administration and the ILR School jointly will conduct a two-week seminar in Executive Leadership at Tucson January 25 to February 5. A group of Cornell faculty members (visiting Tucson) and resident Arizona faculty will act as seminar leaders under Prof. John Leonard, Ph.D.'58. Appearing on the program from ILR will be Professors Ralph Campbell, F. F. Foltman, Harlan Perrins, Robert Risley and Alpheus Smith.

The first week's program will include an examination of the economic, social, and political environment of the modern enterprise, plus a study of the manager's role within his own organization. Selected specific problems facing management will comprise the subject matter of the seminar's second week.

A feature of the program will be a dinner session with Cornell alumni of the area.

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FACULTY PARTICIPATES IN NEI BERG CONFERENCE

Several ILR faculty took part in a week-long seminar (Oct. 25-30) on "Our Changing Society: Problems and Opportunities for Labor and Management." The Cornell-sponsored conference was made possible by a grant from the late Wilhelm Weinberg, with the cooperation of the Labor-Management Organizations of the National Conference of Christians and Jews.


Jake Seidenberg, Ph.D., Executive Director of the President's Committee on Contract Compliance, was a conference participant; also Joan Kiel Finder, MS '57, an Economist-Information Secretary with the Puerto Rican Department of Labor.

"RESEARCH" APPEARS

ILR Research, Nos. 2-3, Fall, 1959, will appear shortly. This issue contains three pieces:

"Methodology for Evaluating Conference Leadership Training (Preliminary Findings) by Prof. Harrison Trice; "Job Classification in the Steel Industry" by Robert Garton, MS '59; and "Merit Rating in Industry: A Survey of Current Practices and Problems" by Richard Miller, MS candidate.

ATTEND NILE CONFERENCE

Four ILR faculty members attended a conference the week of November 16 on Labor Education for Public Responsibility, sponsored by the National Institute for Labor Education. It was held on the University of Wisconsin campus. Prof. Ralph Campbell chaired the opening dinner session; Prof. Alice Cook gave a paper on "The Educational Implications of Labor Public Responsibility in Community Affairs." Professors Ronald Donovan and Eleanor Emerson also attended.

IRRA HOLDS PANEL

The Industrial Relations Research Association (Cornell Chapter) presented a panel discussion of Wages, Prices, and Inflation on Tuesday evening, November 3 in Phillips Hall. Panelists were ILR Professors Joseph Garbarino, Robert Raimon, N. Arnold Tollas, and Prof. Alfred Kahn of the Cornell Economics Department.

In other IRRA programs, Miss Frances Perkins discussed "Problems in the Administration of Labor Policy" on November 17; on December 1 graduate student Dick Ritti will talk on "Engineers and Managers: A Case Study in Engineering Organization;" and on December 15 Professor Henry Landsberger will talk on "The Behavior and Personality of Labor Mediators."
ILR STAFF ACTIVITIES

The fall activities of the ILR Staff Organization got under way October 15 with a meeting to nominate officers for the current year. Election results were as follows:

Education Committee: Ruth Olmstead (chairman), Emogene Hovanus, Isabelle Thomas; Grievance Committee: Bernice Oltz (chairman), Ann Sullivan, Irene Franklin; Social Committee: Carol Keene (chairman), Josephine Richards, Katherine Anderson; Secretary: Eleanor Fairbanks.

Plummer's restaurant at Homer was the setting for the ILR staffers' fall luncheon. A turkey smorgasbord was served to 28. Door prizes were won by Irene Franklin, Dottie Johnson and Ruth Olmstead. The luncheon was planned by the staff social committee.

TWO REPRINTS ISSUED

Reprints #83 and #84 have been issued recently by the School's Office of Research and Publications:

#83—"Union Wage Policy in Heavy Construction: The St. Lawrence Seaway" by Prof. Donald Cullen (from American Economic Review, March 1959)
#84—"The Personnel Dilemma: Profession or Not? and "Why I'm for Professionalization" by Prof. Frank Miller (from Personnel Journal, June, July-August, 1959).

ADULT EDUCATION ASSOCIATION MEETS

Seven ILRers attended the ninth annual conference of the Adult Education Association at Buffalo November 5-8. Prof. Robert Risley took an active part in the program; he was a member of the planning committee; presided at a session on "How to Get the Most from Conference Attendance"; moderated a panel on "What About the 1959 Conference"; co-chaired a session on Adult Education and on The Role of Industry in Community and Government. Attending also were Ronald Donovan, Eleanor Emerson, Richard Gordon, Emil Mesics, Harlan Perrine and Ray Wedlake.

ON TO IRRA

A small army of ILR faculty and grad students will invade Washington in late December for the annual meeting of the Industrial Relations Research Association. Attending will be Dean John McConnell, Leonard Adams, Robert Aronson, Isadores Blumen, Robert Ferguson, Henry Landsberger, Philip McCarthy, Robert Haimon, Robert Risley, Arnold Tolles; also John Douglas, Stuart Klein, Craig Lundborg, Richard Miller and Richard Ritti.

Prof. Tolles will present a paper at a Minimum Wage panel. The paper will be titled "American Minimum Wage Laws: Their Purposes and Results."

During his Washington visit Prof. Clark will chair a founding meeting of the Association of the Study of Soviet Economics.

SPORTS NOTES

ILR senior Dick Nicoletti of Brooklyn, lost to the Big Red football team for most of the season with a shoulder separation, recovered in time to play his slotback position during the last two games.

ILR senior Mike Kaufman of East Rockaway was captain and quarterback of Cornell's 150 pound football team.
PROF. WHYTE IS EDITOR FOR DORSEY PRESS

Prof. William Whyte (with Prof. Peter Rossi of the University of Chicago) is serving as consulting editor for the Dorsey Press series in Sociology and Anthropology. Dorsey Press is a new publishing house devoted exclusively to the publication of books in all fields of the social sciences. It is a division of Richard D. Irwin.

SECRETARY FEATURED IN "LOOK"

Look Magazine (Oct. 28) carried a four-page spread on an ILR secretary and her family. In a series "Booming Graduate Schools--More Married Students," Barbara and Jerry Proctor, with sons Phil and Brian, were featured as a typical Cornell graduate student family. Barbara is secretary to Professor Risley; Jerry is a doctoral candidate in the Department of Animal Husbandry.

ANDY ALEXANDER MARRIES

We belatedly report that MILRer Andy Alexander was married August 29 to Miss Olive Nash of Brookings, North Dakota. The bride is a Cornell graduate student, slated to receive a Master's degree in Textiles and Clothing in February. Mrs. Alexander was graduated from Iowa State and has done adult education work in Minnesota. Alexander holds an ILR library assistantship; he expects to receive an MILR in February.

PROF. JENSEN WRITES FROM ENGLAND

Prof. Vernon Jensen, on a year's sabbatic in England, writes to Prof. Handslove from the University of Leeds, where he is a visiting professor.

"...I will report that the Jensens arrived safely...Contrary to predictions, we find that Leeds has some charm, perhaps it's the weather which has been sunny. We have been temporarily in a flat in an old 16th century manor house. But October 3 we expect to move to a flat nearer the University.

"As planned we will take the twins to Lausanne (Switzerland) about the middle of October...The English countryside is charming this time of year. However, the country is in the grip of the worst drought in a century...Please extend our regards to our friends in the School."

ALUMNI WRITES DEAN MCCONNELL

Dean McConnell has received the following word from Kishori Chanana, MSILR '53, Labor Officer For the Indian Ministry of Labor:

"Please accept my sincerest congratulations on your appointment as Dean of the ILR School...The other day who dropped in my office but Alberto Armani, who was a non-candidate MS student from Italy in 1952. He has joined the Italian firm of E.N.I. in Rome which is interested in bidding for the oil pipeline to be built in Assam...He is going to be married next month. We had a nice time together recollecting our days together at Cornell, a really precious memory..."
Sandra Blanchard has moved from her former spot in the Quonset Hut to replace Joyce Doucette in the Dean's Office. Sandra formerly worked for Prof. Albert Blum et al in the small business research project.

Dick Mason, who has been working in the School's Distribution Center, quit in mid-November to spend a year or so in California. He and an Ithaca friend are job-hunting in and around Buena Park.

Replacing Dick is Frank Heroy, an Ithacan and an Ithaca High graduate. Frank has previously worked at Morse Chain Company.

Connie Rotunno will take over Barbara Proctor's spot as secretary to Professor Robert Risley in mid-December. Connie is now secretary to Professors R. Campbell and Foltman.

Barbara Proctor and two boys will return to her parents' home in Dallas to await husband Jerry's completion of a Ph.D. He plans to finish up in mid-winter.

PEOPLE ARE WONDERFUL

Catherine Howard, secretary to Prof. Aronson, has recently returned from an extensive tour of the West. While in Tucson, she called on former ILRer Jack Leonard, now at the University of Arizona, and had phone conversations with former ILR secretaries Barbara Breckenridge and Barbara Cleveland Lauver.

In connection with the IRRA annual meeting in Washington December 28-29, the School's Washington alumni chapter will hold a luncheon on the 28th at Gusti's restaurant. Dean McConnell will be present to meet area alumni. Also attending the luncheon will be IRRA attendees.

Herman Stern, ILR '52, a GE (Schenectady) employee relations specialist, was recently elected the Town of Charlton's first Democratic supervisor since 1937.

Prof. Kurt Hanslowe took part in a one-day extension program in New York City on "The Legal Climate of Collective Bargaining" on October 24. ILR alumnus Jack Sheinkman, General Counsel, Amalgamated Clothing Workers, was also on the program.

Two ILR students were recently elected to Cornell senior honoraries: Ron Maierhofer of Buffalo to Quill and Dagger; Dick Danser of Johnson City to Sphinx Head.
Eleanor Emerson and Harlan Perrins of the ILR resident faculty and Richard Gordon and Ray Wedlake of the Western District Office served as discussion leaders in Buffalo October 29 and 30 at a two-day workshop on "The Professional Nurse and the Human Relations Problems in the Hospital Organization."

Dick and Pirkko Heptig are parents of a daughter, Kristina Ann, born November 11. She weighed 6 lbs. 3 oz. Her father is an MILR candidate and has an assistantship with Prof. MacIntyre.

Miss Frances Perkins, ILR Visiting Lecturer, discussed "The Development of Social Legislation" November 9 at the Candor (N.Y.) Community Club.

Prof. Henry Landsberger addressed the Capital District Personnel Association September 15 on "The History of the Human Relations Fad in Personnel Management." He also spoke to Ithaca Rotary Club October 7 on "Care and Handling of Young Employees." He was a speaker October 9 at an extension conference in Albany on Third Parties in Labor Relations.

Prof. Harlan Perrins is currently teaching a five-week extension series on "Problems of Executive Compensation" for the New York Personnel Management Association.

Donald Dietrich of the Office of Resident Instruction recently represented the State Colleges at Cornell at Bennett High School (Buffalo) College Day.

Prof. Jean McKelvey discussed "Due Process in Arbitration" at a threeday staff meeting of the State Mediation Board in Albany November 20. Former ILR visiting professor David Cole discussed "The Changing Climate of Labor-Management Relations" at the same meeting.
In the Fall 1959 issue of Human Organization Prof. Frank Miller replies to Eliot Chapple's "Comment." "Comment" answers a previous article by Miller, "Situational Interactions", printed in an earlier issue.

Frank Heller, head of the Department of Management Studies, The Polytechnic, London, spent a week on campus recently. His particular interest was the ILR School and the Business School. He spoke to Prof. Landsberger's class (591) and to Prof. Foltman's class (531), as well as to a class at B&PA School.

Ernie and Babs Newbury of Hollywood, Calif. are parents of a son, Hugh Christopher, born November 11. He weighed 6 lbs. 12 oz. ILRer Russ Hovencamp is godfather. Ernie formerly worked in the School's Materials Lab.

Arthur Shostak '58 is author of an article entitled "Locking Around" in the November-December 1959 Harvard Business Review. Art is a graduate student at Princeton's Industrial Relations Section.