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January 1996

## Appendix A : Time Line, Events, Incidents, and Items of Note

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## Appendix A : Time Line, Events, Incidents, and Items of Note

### **Abstract**

Chronological listing of events, incidents and items of note, compiled by J. Gormly Miller, Boodie N. McGinnis (GR '95), and Robert R. Julian.

### **Keywords**

New York State, school, industrial, labor, relation, Ives, dean, ILR, library, faculty, graduate, program, Catherwood, union

### **Comments**

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**A.**

## **TIME LINE: EVENTS, INCIDENTS, AND ITEMS OF NOTE**

*Compiled by J. Gormly Miller  
Boodie N. McGinnis (GR '95)  
and Robert R. Julian*

### **1938**

Formation of the New York State Joint Legislative Committee on Industrial and Labor Relations.

### **1942**

The Joint Legislative Committee submits a recommendation to the New York State Legislature that a state-supported school of industrial and labor relations be established at Cornell University.

### **1944**

The New York State Legislature votes to establish the School of Industrial and Labor Relations. As part of the legislative enactment, a Board of Temporary Trustees is created to "prepare plans and submit recommendations to the Governor and to the Legislature for the control, supervision, organization, structure, administration, operation, and activities of the school." Ezra Day, President of Cornell University, is selected as Chairman of the Board of Temporary Trustees.

The school is created with the purpose of "improving industrial and labor conditions in the State through provision for instruction on and off the campus, the conduct of research, and the dissemination of all aspects of industrial, labor, and public relations affecting employees and employers."

### **1945**

Irving Ives is appointed as the first Dean and Professor Phillips Bradley, first Director of Extension.

Professor Donald J. Shank joins staff as Director of Student Personnel. Hazel Ohman Ollie, library consultant, begins organization of the ILR Library.

November 5 is the first day of classes for the first institution of its kind anywhere. Opening class includes 107 undergraduate students, of whom 67 are returning veterans, and 11 graduate students (4 M.S. students, 2 Ph.D. students). Tuition for New York State residents is free; for out-of-state students, tuition is \$100 per semester. Cost of room and board is estimated at \$211-\$440 per semester.

This is a critical year for the field of industrial and labor relations. Industries are beginning to convert from wartime to peacetime production, and workers denied wage increases under World War II are growing increasingly restless.

The school "officially" opens on November 12 with a formal convocation, Governor Thomas E. Dewey presiding. Many other high officials in state government and leaders in education, management, and labor attend the dedication ceremonies.

The first faculty members are appointed: Jean Trepp McKelvey, Assistant Professor, to instruct in Labor Economics and Collective Bargaining, Mediation and Arbitration; Maurice F. Neufeld, Professor, to give courses in the Introduction to Industrial and Labor Relations, Labor History, and Collective Bargaining, Mediation and Arbitration; Joseph E. Morton, Associate Professor, to instruct in Statistics. Robert Ferguson of the Cornell Department of Economics serves as an instructor.

During the first academic year, the major portion of the school's curriculum is offered through the College of Arts and Sciences.

Students have the opportunity to hear guest lectures by distinguished visitors including Paul Herzog (Chairman of the National Labor Relations Board), George Cassidy (labor reporter for the *New York Post*), and Julian Loos (Executive Secretary of the Rochester local of the International Typographical Union).

## 1946

Fifty-eight additional undergraduate students enroll for the spring semester. By the end of the academic year, the school's enrollment is 145 students, including 15 freshmen, 78 sophomores, 42 juniors, 9 seniors, and 1 special.

The Daniel Alpern Memorial Fund—ILR's first scholarship program—is established.

The Extension Division holds a Workers Education Conference to discuss the organization and development of extension activities with leaders in the field.

A 10-week extension course on personnel management is held in Auburn and three two-day conferences on personnel management in Syracuse, Rochester, and Buffalo, New York.

Professor Lynn A. Emerson, Associate Dean of the College of Engineering, is appointed Associate Director of Extension.

Alpheus W. Smith, Effie Riley, John N. Thurber, and James Jehring are added to the Extension Division's instructional personnel.

In the fall term, Professor Neufeld offers a new course in Labor Union Organization and Management.

For its pioneering work in the field of industrial and labor relations, the school is awarded \$1,000 in the ninth annual American Design Awards competition sponsored by Lord and Taylor. Dean Irving M. Ives accepts the award at a luncheon held at the Waldorf Astoria Hotel in New York City.

The first issue of a student newspaper, the *I&LR News*, is issued on May 10.

New members are added to the faculty: Vernon Jenson to instruct in Labor Economics and Collective Bargaining, Mediation and Arbitration; John W. McConnell to instruct in Social Security and Human Relations in Industry; Milton Konvitz to act as Director of Research and teach the Foundations of Law. In addition, J. Gormly Miller is appointed as Assistant College Librarian in charge of the ILR Library.

Over half of the student body is engaged in a summer work-training program.

The fall semester opens with the school in temporary headquarters consisting of seven prefabricated buildings at the corner of East Road and Campus Avenue.

Irving M. Ives, first Dean of the School, is elected to the U.S. Senate.

The school celebrates its first anniversary housed in a new building, with an active extension program and a student body of 248.

Ten students receive scholarships from the ILR School's three recently established scholarship funds.

The *I&LR News* reports that "some wives come to class to take shorthand notes for their husbands."

ILR students, in a debate at Syracuse University, assert that labor "should have participation in the area of mutual production problems. Participation in administration would be contrary to Americanism...."

## 1947

Dean Ives resigns to assume the office of U.S. Senator. Following his resignation, a three-man administrative team composed of Lynn A. Emerson, Maurice F. Neufeld, and Donald J. Shank is appointed to administer the school.

Martin P. Catherwood, Commissioner of Commerce for New York State, is appointed Dean.

Students debate the pros and cons of establishment of an honor system. The proposal is subsequently defeated by a referendum vote of 45 in favor, 75 against.

The book and pamphlet collection at the library has grown to an estimated 10,680 volumes.

On June 16, the Bachelor of Science Degree is awarded to 11 undergraduates (9 men, 2 women) of the school. Two students receive the M.S. degree and the first Ph.D. is awarded.

A Faculty Committee on Research and Publications is created, with John W. McConnell as Chair. The purpose of the committee is the preparation of a statement on research, policy, and plans.

J. Gormly Miller, School Librarian, announces acquisition of the first 100-foot roll of microfilm copies of labor union contracts on file with the U.S. Bureau of Labor Statistics.

In a survey conducted by the *I&LR News*, students offer their views on the number of women enrolled in the school. Among the comments made are the following: "I don't mind the women coming into the student body, but they should be in the higher age groups because the field requires older women." "There are too many kids in here who should be in Home Ec." "There should be more girls, but selection should be restricted to those who intend to work even after marriage." "The ratio of men to women should be in proportion to the demand for their services." "The idea is to get as many competent people in the field regardless of their sex."

Extension programs for 1946-47 have more than 2,700 enrollments in 62 courses offered in 8 cities across the state.

Leonard P. Adams is appointed Director of Research; Ralph N. Campbell, Director of Extension and Professor.

Publication of a quarterly journal, *Industrial and Labor Relations Review*, begins, with Milton R. Konvitz serving as Editor.

## 1948

Approximately three-fourths of the 120 hours necessary to graduate are required courses. Elective courses include Advanced Personnel Management, Public Relations, Job Analysis, and Industrial Plant Training for Workers and Supervisors.

The Daniel Alpern Memorial Senior Prize is established.

An ILR Honorary Society is approved by the ILR Student Organization after two hours of heated discussion.

Dean M. P. Catherwood notes in his annual report, "The basic plan for research contemplates that most of the work will be done by teaching staff in their respective fields of interest. This means that teaching schedules must be arranged to provide adequate time for this function."

By the end of July, the Adult Education/Extension Program has reached 22,000 in 42 cities over a 12-month period.

Dr. Graham Taylor of the Allan Memorial Institute of Psychiatry in Montreal is selected as the first industrial psychology fellow in the ILR School.

The New York State CIO Council, at its annual convention in Syracuse, passes a resolution urging all affiliated unions to participate in the educational services of the ILR School and in ILR extension programs "to the end that there may be better understanding of industrial and labor relations by labor, management, and the public."

## 1949

The State University of New York (SUNY) is created and the ILR School becomes a part of it.

A Faculty Committee on Research and Publications is established.

ILR graduate students form a Graduate Council "to create a body to handle matters of general concern and interest to all graduate students." The president of the council is to represent graduate students at future faculty meetings.

A temporary Faculty Committee on Placement is established.

Dr. Harry Malishoff is appointed the first ILR Resident Doctor; his job is to carry on independent research in the development of prosthetic and sensory devices for disabled industrial workers and other severely handicapped persons.

The Cornell Board of Trustees approves a plan to move the ILR School to permanent quarters on the site of the Vet School at the north end of Tower Road.

During the school year, the school holds a number of "research conferences" with representatives of labor, management, and government organizations. The objective is to acquaint them all with the school's research projects and plans and to have the representatives provide information on their activities and suggest problems on which research is needed.

The ILR Library is moved to a Quonset hut west of school. Dean Catherwood reports that "Steps have been taken to establish as a part of the library a documentation center for the service of labor and management. A comprehensive collection of primary source material on labor relations, personnel programs and union organizations and activities in the United States is being developed." Thus, the dean concludes, "Additional space is urgently needed for the library."

## 1950

Dean Catherwood writes of potential changes in industrial and labor relations that are likely to occur as a result of the Korean War.

All "physically qualified" undergraduate men must take military training during their first four terms, unless they are veterans.

Aggregate undergraduate registration for the fall is 327 students; aggregate graduate registration is 91

The school receives \$6,650.00 for support of its scholarship program.

Chris Argyris and William F. Whyte finish a research project on "Managerial Leadership" in a Moore Business Form plant in Elmira, New York.

The Extension Division conducts a total of 230 major formal programs, including its first programs for the general public. One is conducted in Spanish, especially for Puerto Rican workers, in the New York City office.

Dean Catherwood reports that "Significant changes in the undergraduate curriculum include more emphasis on course work in American Ideals and the Development of Economic Institutions and the addition of new general education requirements in the humanities."

Sixty-six leaders of German industry, unions, and governmental agencies visit the school for a six-week series of conferences sponsored by the U.S. Department of Labor. They examine such topics as Collective Bargaining, Production and Trade, Labor Law and Legislation, and Handling Labor-Management Differences.

## **1951**

A new service course, Personnel Problems in Supervision, is offered. Other new courses include Comparative Labor Relations and Case Studies in Labor Union History and Administration.

An Institute of International Industrial and Labor Relations is created. Leonard P. Adams, Director of Research, is appointed Acting Director. "Founding of the institute provides recognition for the first time by a leading university of the need for a major educational program in the field of international and comparative industrial and labor relations."

French leaders in government, management, and unions participate in a special program sponsored by the Economic Cooperative Administration. They spend two weeks on campus and then six weeks touring industrial plants and union organizations in the East and Middle West.

A group of 17 Turkish technicians arrive for a six-month program of studying on the campus and visiting industrial establishments.

The school begins experimentation in non-credit adult-education summer offerings.

Dean Catherwood reports, "The increased number of applicants for admission to the Industrial and Labor Relations School seem real evidence of expanding interest in the work of the school."

Ninety-one students receive their bachelor's degree and 38 complete advanced programs.

New courses offered in the fall include Theories of the Labor Movement and a seminar in Comparative Labor Movements. Sixty "visiting experts" serve as guest lecturers in ILR classrooms.

Milton Konvitz receives a Ford Foundation Fellowship to prepare a book on the Bill of Rights.

## **1952**

Approximately one-half of the 1952 graduating class go directly into military service or anticipate an early call.

Aggregate enrollment for the fall is 328 undergraduate and 68 graduate students.

According to the dean, the school received "in excess of 200 job references from employers and therefore employment opportunities have been extensive."

In conjunction with the Department of Sociology of the School of Nutrition, the school offers a seminar examining the aged in American society.

In response to growing demands from secondary school teachers for extension services, a staff member is assigned full time to develop programs and provide subject matter background in the field of industrial and labor relations for teachers of social studies and vocational subjects.

The school is invited to participate with seven other universities in an inter-university committee established to carry on experimental educational programs for labor unions in the fields of international relations, economic education, and community participation.

Dean Catherwood reports, "Personnel Selection and Placement, Journalism for Industry and Labor, and a seminar in Mathematical Problems in the Social Sciences represent important new course offerings."

### 1953

The School of Business and Public Administration offers the ILR School's required course in The Corporation. In exchange, the ILR School offers instruction in Statistics and Personnel Administration for the Business School.

Dean Catherwood notes that "Experimentation is being conducted at the graduate level in the field of Written Communication in order to improve student writing ability."

Donald Cullen, who joins the faculty as an Assistant Professor, serves as project coordinator for the West German industrial relations trainee program.

By the end of the 1952-53 academic year, ILR alumni number 642. Approximately half are employed in business and industry.

A survey of ILR alumni indicates that the median salary for graduates under the age of 30 is \$4,310, as compared with \$3,537 for comparable age group males across the United States. ILR graduates in their thirties are earning a median salary of \$5,172 (compared to \$4,618) and graduates in their forties are earning a median of \$6,300 (compared to \$6,152).

During the academic year 1953-54, ILR students serve as President of the Women's Self-Government Association, President of the Student Council, and Editor of the *Sun*.

A course offering in Arbitration in Labor Management is added to curriculum in September, taught by visiting lecturer Ralph Seward.

The library produces a monthly bulletin, *Industrial and Labor Relations Abstracts and Annotations*.

The dean reports, "The library is outgrowing its space, as is the rest of the school. Two times during the fall semester, the library offices had to be opened to accommodate needs for study space."

A new series entitled Cornell International Industrial and Labor Relations Reports is begun, with *Labor Unions and National Policies in Italian Industrial Plants*, by Maurice F. Neufeld, its first publication.

A fall conference on Human Resources and Labor Relations in Underdeveloped Countries provides a forum for considering problems in assisting underdeveloped countries. Papers and proceedings are



published in *Labor, Management, and Economic Growth*, edited by J. P. Windmuller and R. L. Aronson.

## 1954

By the end of academic year 1953-54, ILR Alumni Association Chapters are operating in Albany, Buffalo, Chicago, Cincinnati, Detroit, New York City, Philadelphia, Pittsburgh, Syracuse, and Washington, D.C.

Space requirements for a new facility on campus are approved by officials in Albany. In his annual report, Dean McConnell expresses hopes that a chosen architect's preliminary plans "will be drawn up soon" and that the "beginning of construction will be possible by the summer of 1956."

Vernon Jenson completes his study of the history of mediation in New York State.

David Cole, former head of the Federal Mediation and Conciliation Service, is a Visiting Professor, teaching seminars in Collective Bargaining.

A new publication, *ILR Research*, begins, with three issues being published on a trial basis. Research efforts reported focus on the history of mediation in New York State, labor mobility, collectively bargained health and welfare programs, and the relevance of wages to the supply of skilled labor.

The library's monthly bulletin, *Industrial and Labor Relations Abstracts and Annotations*, reaches a total circulation of nearly 3,000.

Lois Gray, Western District Extension Director, is appointed Metropolitan New York Extension Director.

Twenty-five foreign students are enrolled for special or regular undergraduate and graduate study at the school.

On-campus summer extension programs include Personnel Selection and Placement, Welfare and Pension Plans, Community Relations, Design and Use of Attitude Surveys, and In-Plant Communications.

## 1955

Dean Catherwood reports that "As of June, the School has granted 916 degrees and now possesses an alumni association which gives promise of being an effective agent in furthering professional interests of its members and their concern for alumni affairs of the University."

The faculty reviews the summer work-training program and reaffirms the requirement but establishes some flexibility in meeting it.

During the summer nine one-week seminars and workshops in specialized aspects of the industrial and labor relations field are offered for practitioners.

During the 1954-55 academic year, the Extension Division conducts over 296 courses, seminars, conferences, and institutes, in 64 communities, with a total enrollment of 7,387.

The school's Graduate Committee undertakes a thorough study of the master's program, and the faculty votes to retain two masters' degrees.

About 5,000 copies of each issue of *ILR Research* are now being distributed.

Ralph N. Campbell, formerly Director of Extension, is appointed Director of the Industrial Education and Training unit. Alpheus Smith becomes Director of Extension and Alice H. Cook is appointed Extension Specialist in Labor Education.

Dean Catherwood reports that the growth in the number of on-campus special programs "has been beneficial to the school and university in many ways", by providing not only "important educational services for the practitioners" but also a wealth of illustrative documentation of principles and ideas the faculty can carry back to the classroom.

Out-of-college registrations increase in such courses as The Development of American Ideals, Economic and Social Statistics, and the Survey of Industrial and Labor Relations.

Financial aid for undergraduate and graduate students remains a significant problem.

## 1956

Dean Catherwood's annual report notes that "The ILR School celebrated its tenth anniversary....This School's faculty and university friends reminisced one evening with some of those who originated and developed the idea for the school. Accounts of the School's work since its founding were mimeographed and distributed."

The business leadership program continues with three-week summer sessions that attract about 250 American Airlines management people. According to Dean Catherwood, "This experiment in industrial education service is among the most extensive of its kind undertaken by a university. Both School and the Company have benefited...."

The former eight areas of study in the M.S. and Ph.D. programs are combined into four: Collective Bargaining and Trade Unions; Economic and Social Statistics; Human Resources and Administration; and Labor Economics and Income Security. The new structure becomes effective in fall 1958.

William F. Whyte, Frank Miller, Leonard Sayles, and George Strauss collaborate on a study appraising assumptions about the relationship between pay and worker effort in industry. The results of the study are published in *Harpers* under the title, "Money and Motivation."

Frances Perkins, former U.S. Secretary of Labor, and Arthur Stark, former Executive Secretary of the New York State Mediation Board, are visiting professors.

*A Guide to the Records in the Labor-Management Documentation Center*, the library's first record of holdings of manuscripts, documents and other unpublished source materials, is completed.

Robert Risley undertakes a survey of personnel practices and problems in retail establishments in New York State.

Harrison Trice begins work on a bulletin on alcoholism in industry, which will outline the nature of alcoholism as an industrial relations problem and evaluate the techniques for meeting the problem.

The Alumni Association reports that it is supporting alumni chapters in 11 areas of the country.

## 1957

Dean Catherwood notes that although the school's building plans have moved forward satisfactorily, "delays in Albany make estimates of completion date virtually impossible."

Representatives of the Middle States Association of Colleges and Secondary Schools visit the school in the fall term.

John P. Windmuller is appointed Ford Foundation International Relations Fellow for one year in Geneva, Switzerland.

F. Foltman develops and evaluates teaching materials and techniques for use by line management in industry—in conjunction with the school's "Industrial Leadership" program for American Airlines management.

James Morris works on a study of the origins of the CIO, John McConnell on a study of experience with unemployment compensation in the United States, and Alice Cook on a study of workers' education programs in Western Europe and the United States.

During the school year, the Extension Division conducts 326 programs in 75 communities with an aggregate enrollment of more than 7,500. Motivation in industry is a developing subject-matter area.

One hundred-fifty younger supervisors and engineers of Corning Glass Works are involved in a program designed to acquaint them with the concepts of industrial management.

Extension programs attract local union officials, members, and business agents in programs such as American Democratic Traditions and American Labor Unions, and Union Leadership.

The school organizes a two-day on-campus conference for top company executives on the topic, Executive Development Programs.

Frances Perkins lectures on Social Security and Labor Union History, providing students "an inspirational learning experience of unique quality."

## **1958**

The report of the Middle States Association of Colleges and Secondary Schools accredits the school's program, noting areas that need further study.

M. P. Catherwood resigns as Dean and is granted leave of absence as professor to become Industrial Commissioner of the State of New York.

The total book collection of the library, including bound periodicals, approaches 50,000.

Milton Konvitz, who has been in charge of the Liberian Code of Laws project, reports that the laws have been published—in four volumes.

Robert Raimon, working with Ernest Dale, completes a study of management unionism in the railroad industry.

Official visits are paid to the school by representatives from industry, labor, educational institutions, or government in Scotland, Finland, Holland, Germany, Indonesia, India, the Philippines, and Australia.

At the height of the McClellan Committee Hearings, ILR Extension conducts a conference on "Labor Unions and American Democracy."

ILR's professional staff numbers 67, 40 of whom have professorial rank.

Thirty-five business agents of unions with large Puerto Rican membership attend a six-session seminar sponsored by the New York City Extension office, "The Union and the Puerto Rican Worker."

Kurt L. Hanslowe joins the school as a Visiting Associate Professor.

**1959**

Cornell President Deane W. Malott nominates and the faculty, the University Board of Trustees, and the Trustees of the State University of New York approve the appointment of John W. McConnell as the next Dean, effective July 1, 1959.

The school signs a contract with the International Cooperation Administration to work with the Faculty of Economics of the University of Chile in developing a Labor Relations Department—a result of the school's interest in labor relations in Latin America.

The school's administration and faculty issue a report, "Dimensions of Resident Instruction Program—Present and Future Staff," which is a review of plans for long-range development.

Acting Dean Robert Risley reports that "The School has built a meaningful curriculum for its undergraduate students in which 90 of the 120 hours required for the degree are obligatory for all students, with 30 hours available for elective choice."

Renovation begins. Part of the old School of Veterinary Science is to be demolished and replaced with classrooms and a 30,000 square foot library.

Risley notes that there appears to be "an up-trend in job opportunities, and placements of graduates and alumni are being made at the present time in promising positions."

Risley is appointed Assistant Dean effective July 1, 1959.

The student body consists of 325 undergraduate and 78 graduate students.

Library hours are extended to 98 per week.

Attrition figures for ILR students appear to be modest in comparison with national data; the school presently graduates 70 percent of students admitted, approximately 20 percent greater than the national average.

Robert Aronson is currently working on a study of labor supply in the bauxite industry of Jamaica, West Indies, Maurice Neufeld on a history of the Italian labor movement, and John Windmuller on a new, long-term analysis of the foreign policy of American labor unions and their relationship with, and impact on, the conduct of U.S. foreign affairs.

The New York City Extension office conducts a conference which takes "A New Look at Human Relations Training."

**1960**

The school adopts a new four-year curriculum. "Among the key features involved...are an increased exposure of the students in the freshman and sophomore years to the subject matter of industrial and labor relations" and "the requirement of a year of instruction in mathematics or science for all undergraduates."

An enlarged freshman class of 120 students, combined with other classes, produces a fall enrollment of 332 students. The freshman class is nearly twice the size of former classes.

The Class of 1960 brings the total number of ILR Alumni to 1,420.

The labor market is favorable; very few students completing work for degrees experience difficulty in obtaining suitable employment.

Tuition for the year is \$627.

The Metropolitan District of the Extension Division conducts the largest number of management programs in its 12-year history. Two major themes stressed are training for executive leadership and the theory and use of "action-oriented" training techniques.

With the aid of a Ford Foundation grant the school is participating in an exchange program with the Faculty of Economics of the University of Istanbul. Frank Miller spends the academic year 1960-61 in Istanbul teaching courses in personnel administration and industrial relations.

Faculty are involved in research on human relations in Peruvian industry, problems of Puerto Rican migration, longshore labor at European port cities, and productivity in the Soviet steel industry.

## **1961**

The ILR Placement Office serves 116 alumni, resulting in placements at salary levels ranging from \$6,000 to \$15,000.

A major research study on the impact of automation begins. Members of the project are investigating such issues as changing job requirements, training and retraining needs, worker displacement, and the effects of automation on collective bargaining.

An Advisory Committee appointed by Dean McConnell considers relations between resident faculty and extension staff, and faculty participation in extension programming, and recommends a long-range plan for the division.

With a grant from the Marshall Foundation of Houston, Texas, the school initiates the International Labor Training Program, designed to provide scholarships at the school to American trade unionists who wish to prepare for a career in the field of international labor affairs. The program begins with a group of eight.

The opening of the new ILR quadrangle is celebrated with a series of receptions.

Undergraduate enrollment increases to 360 students.

The first major change of the school's curriculum, designed to strengthen the professional nature of the curriculum, is implemented. There is a stronger emphasis on industrial and labor relations courses during the freshman and sophomore years.

George Brooks is appointed as a Visiting Professor.

## **1962**

About 25 percent of the graduating class enter the Armed Forces.

In his annual report Dean McConnell suggests that the present requirement for 30 weeks of summer work training for undergraduates should be reappraised. He states, "Today's teen-age students find it difficult to secure meaningful employment until they reach at least their junior year."

Financed by the Marshall Foundation, the school enters into a cooperative arrangement with the Institute of Labor Relations at the University of Puerto Rico to conduct an intensive program of training for selected Latin-American labor educators.

The Department of Collective Bargaining, Labor Law and Labor Movements offers a newly required course, Labor Union History.

After many years of increasing difficulties with inadequate space, a divided operation, and scattered resources, all library materials are brought together in the new facilities in Ives Hall.

The Office of Resident Instruction begins its residence in Ives Hall in April, thereby completing the school's move to permanent quarters after 16 years of temporary housing.

In October, Governor Nelson Rockefeller speaks at the formal dedication of the school's buildings with several hundred guests from education, government, labor, and management in attendance.

A summer project is the transfer of alumni directory information to keysort cards. The extensive coding of this information makes it possible to have employment, geographical, educational, and chronological information on alumni readily available.

Circulation of the *Industrial and Labor Relations Review* averages 3,100 copies. Kurt Hanslowe becomes Editor, Duncan MacIntyre Associate Editor.

J. Gormly Miller, School Librarian, is appointed Assistant Director of the University Libraries.

The Extension Division offers a newly redesigned Seminar for Executive Development, a two-week Residential Institute for Labor Leaders, and a 90-hour seminar on The Union Leader as a Decision-Maker.

## 1963

With the approval of the school faculty, the name of the Department of Human Resources and Administration is changed to the Department of Organizational Behavior.

John W. McConnell resigns as Dean of the school to become President of the University of New Hampshire.

David G. Moore, Professor of Management and Sociology in the Graduate School of Business Administration, Michigan State University, is appointed Dean of the school.

Dean Moore announces new appointments in the Extension Division: Robert Risley is appointed Director, Ronald Donovan is appointed Assistant to the Director for Labor Education, and Harlan Perrins Assistant to the Director for Management Education.

Aggregate enrollment for the year reaches 403, with 83 freshmen.

The *Forum*, a professional quarterly journal publishing articles in industrial and labor relations, begins publication.

Military training becomes voluntary; changing a ten-year policy, male students are no longer required to participate in ROTC for two years.

## 1964

William F. Whyte, former President of the Industrial and Labor Relations Research Association, receives the Research Career Award, a 5-year grant from the National Institute of Mental Health, for his contributions to behavioral science.

Milton R. Konvitz receives an Alumni Achievement Award from Washington Square College Alumni Association, as well as a fellowship from the Center for Advanced Study in Behavioral Science at Palo Alto.

John P. Windmuller is awarded a one-year Senior Fulbright Fellowship for research and study in the Netherlands.

Duncan MacIntyre is awarded the Elizur Wright Award by the American Risk and Insurance Association for his book, *Voluntary Health Insurance and Rate Making*.

President Lyndon Johnson appoints Jean T. McKelvey to Emergency Board No. 160, an impartial factfinding board created to investigate a dispute over subcontracting and questions of technological change between certain rail carriers and six shop craft organizations.

Walter P. Reuther, President of United Automobile, Aerospace, and Agricultural Workers of America and Vice-President of the AFL-CIO, pays a one-day visit to the campus. During an address to the faculty and staff, he says that one of the greatest threats facing the world is the possibility of nuclear war, yet that the future is bright with the promise of peace thanks to "President Johnson's recent decision to curtail the production of nuclear materials for military purposes."

Over 1000 members of the Cornell and Ithaca communities gather for a silent march of mourning following the bombing of a Negro church in Birmingham, Alabama. The purpose of the march is to "express grief for the victims of the bombing and renew their dedication to morally responsible action and thought in the civil rights struggle in our own community and the nation."

Robert F. Kennedy visits the school.

## 1965

Over 200 representatives of labor and management hear New York State Governor Nelson Rockefeller address an Extension Division Conference, Title VII of the Civil Rights Act.

James O. Morris and Dean Moore attend ceremonies honoring the conclusion of a 6-year contract between the University of Chile, the International Cooperation Association, and the school. ILR assisted the University of Chile in establishing the first university department of industrial and labor relations in Latin America.

## 1966

The ILR Library establishes the Technical Information Center and launches ILR Technical Reports, current awareness services, literature searches, and other services to aid scholars and the public in obtaining data from reported research, case materials, recorded experience, statistical studies, and documentary records.

Nicholas Kaldor, British-Hungarian economist and Professor of Economics at Columbia University, delivers the first three lectures in the Pierce Memorial Lectureship series.

The Vocational Rehabilitation Administration of the U.S. Department of Health, Education, and Welfare funds the establishment of the Vocational Rehabilitation Institute at the school. The mission of the institute is to investigate the organization and administration of sheltered workshops.

## 1967

Dean Moore announces the establishment of the Division of Publications and School Relations and names Wayne Hodges Director. Leonard P. Adams is named Director of Research Development.

Emil A. Mesics, Associate Professor, receives an award from the Industrial Training Council for outstanding contributions to training.

Upon revelation of alleged CIA support of the Marshall Foundation, Dean Moore undertakes a study of ILR programs and reports that none of the current international programs sponsored by the school is supported by foundations listed in the *New York Times* as receiving money directly or

indirectly from the CIA; current applications for support for international research include no foundations on the list; the likelihood of programs supported by CIA foundations in the future is almost nil; and any acts of the school previously undertaken with support of the Marshall Foundation were in the legitimate interests of the faculty and were conducted like any other programs...with no outside interference in the shaping of course content.

Donald Dietrich is appointed Director of the Office of Resident Instruction and Assistant Dean for Student Affairs.

The school receives a grant of \$155,000 from the National Science Foundation to compare the development of social institutions in the United States and Peru. Project directors are William F. Whyte and Lawrence K. Williams.

Lawrence K. Williams is awarded a Fulbright-Hayes Center Faculty Fellowship for a 10-month study of personality and culture in Peru.

The school obtains a new teaching device—a television camera and videotape recorder that allows the school to capture presentations and discussions and store them on tape.

## 1968

Milton R. Konvitz delivers the William S. Paley Lectures on American Civilization at Hebrew University in Jerusalem.

Jean T. McKelvey is named one of five members of the President's Review Commission on Federal Employment Management Relations.

Through grants from the Ford Foundation and Title I of the Higher Education Act, the New York Extension office, in cooperation with over 30 labor unions, is studying problems of urban growth facing New York City.

The school presents a weekly radio series, *ILR Report*, which reviews ongoing research and allied activities. The program is broadcast by 28 radio stations in New York State.

Secretary of Labor William F. Wirtz appoints William F. Whyte Chair of the National Manpower Advisory Committee's Subcommittee on Research.

## 1969

Armed black students take over Willard Straight Hall.

The Department of Manpower Studies is created through division of the Organizational Behavior Department.

Jean T. McKelvey is installed as President-elect of the National Academy of Arbitrators.

Julita Rivera de Vincenti, a doctoral candidate, is appointed Secretary of Labor of Puerto Rico—the first woman named to a Cabinet position in Puerto Rico.

New courses offered during the year include The American Labor Movement and Politics, Evaluation of Social Action Programs, and Economics of Poverty.

The alumni organization, which has 2,200 members, is currently discussing reorganization.

In the largest freshman class ever, 108 students enroll for the fall semester. Total enrollment becomes 430.



The faculty resolve "to listen with sympathetic attention" to student requests for relief from regular course requirements when opportunities for practical field experiences present themselves.

## **1970**

A number of departmental conferences and other activities help the school to celebrate its 25th anniversary.

At the 25th Anniversary Banquet held at the Cornell Statler Club Dean Moore announces that the ILR library is being named in honor of former Dean Martin P. Catherwood. University President Dale R. Corson describes the school as "one of Cornell's most distinguished innovations in education."

Members of organized labor hold a dinner at the Commodore Hotel in New York City to honor the 25th anniversary of the school. George Meany, President of the AFL-CIO, is guest speaker.

To date, 2,400 students have received either B.S., M.S., MILR, or Ph.D. degrees, and about 190,000 adults have participated in extension programs.

The faculty votes to extend the S-U grading option to June 1975 and revises rules that increase from one to two the number of courses per term in which it may be elected.

Tuition for the year is \$750 for New York State residents, \$1,150 for those from out of state.

New courses offered during the year include Urban Problems and Manpower Programs, Collective Bargaining in the Public Sector, and Employment Discrimination and the Law.

## **1971**

The faculty adopts a resolution which favors the establishment of an Associate Degree Program in Industrial and Labor Relations in New York City, to be offered under the auspices of Empire State College. During the fall semester, the school offers four three-hour courses at the Labor College.

In September, David G. Moore resigns as Dean to assume the Senior Vice-Presidency with the Conference Board in New York City. Robert F. Risley, Associate Dean for Extension and Public Service, is named Acting Dean. Robert E. Doherty is appointed Acting Dean of Extension.

Five hundred and twenty students enroll for the fall semester, an increase of approximately 10 percent over the previous year's 467.

In the school's annual report, the Director of the Office of Resident Instruction, notes, "Since the University's abolition of a quota system on women in 1970, our comparative ratios of acceptances of men and women suggest that, far from discriminating against women, we have tended to favor them.

The Student Government Association passes a resolution requesting adequate lighting in Ives 120.

The Extension Division conducts a series of workshops on aspects of public sector collective bargaining in Boston, Chicago, and Las Vegas.

New courses offered in the fall are History of the Black Worker in the United States and the Economics of Poverty.

A 17-member review panel, established to explore the present status and future course of the school, recommends that the school "make a more conscious effort to recruit students from different socioeconomic backgrounds."

Robert B. McKersie, former Professor of Industrial Relations at the University of Chicago School of Business, is appointed Dean.

Associate Dean Robert F. Risley is named Vice-Provost of the University.

At a dinner at the New York Hilton, the school honors William B. Groat, Justice of the Supreme Court of the State of New York, and a leading member of the Ives Committee that prepared legislation establishing the school. Robert Ferguson notes, "Bill Groat, your hopes and your efforts paid off."

Eric F. Jensen ('51), Vice-President for Industrial Relations, AFL-CIO, and Jacob Sheinkman ('49), Vice-President and General Counsel of Amalgamated Clothing Workers of America, are honored as two distinguished alumni of the school who made outstanding contributions to the field of industrial and labor relations.

## 1972

The Institute of Public Employment is created to help develop a better understanding of the problems and issues of public sector labor relations. Robert Doherty is appointed Director.

The faculty approves the establishment of a new Department of Extension. Dr. Lois E. Gray and Dr. Abraham Nash are the first appointments.

*The Industrial and Labor Relations Review* completes 25 years of continuous publication.

The Publications Division publishes four new books during the year.

The average price of new books bought by the Catherwood Library is \$7.25.

For the first time, the faculty approves a program allowing for a junior semester in New York City to consist of ILR courses at Empire State College, independent studies, and a coordinating seminar.

The Metropolitan Division of the Extension Division establishes a branch office on Long Island.

New courses offered this year include Women at Work, Collective Bargaining Structures, and a seminar in Organizational Theory.

The Student Government Association expresses "consternation over the fact that the University calendar ignored the Labor Day holiday."

Lawrence Williams, Director of the Graduate Division, notes in his annual report that "Most students are finding it necessary to push a little harder but ultimately they do come up with a choice of jobs."

John E. Drotning of SUNY at Buffalo is selected as the new Director of the Extension Division.

Lois S. Gray is appointed Assistant Dean for Extension.

## 1973

New courses offered this year include Famous Trials in American Labor History, Income Distribution, and The History of Contemporary Management Thought.

Donald Dietrich, Assistant Dean for Student Affairs, notes that "Applications from women have shown a steady increase for both transfer and freshmen groups and women continue to enjoy, by virtue of their traditionally stronger academic high school records, a more favored position in a selection procedure."

The Catherwood Library Committee begins discussion to determine the best method to protect the library's collections from theft and also reports that "space available for the library's collection will be completely exhausted in 1975 or early 1976."

Dean Drotning announces that the Extension Division's Labor Studies program has been expanded to Buffalo, Rochester, Albany, and Farmingdale, Long Island. The division expands its activities with the state Public Employment Relations Board organization and develops new training programs for labor neutrals.

Sixteen courses are offered at the Labor College in New York City.

The Department of Collective Bargaining, Labor Law, and Labor History sponsors a two-day conference to discuss new trends in collective bargaining.

## **1974**

The faculty votes to place the Labor Studies program, a two-year evening program that mixes instruction in liberal arts and professional subjects, on a credit basis.

The Extension Division in its annual report notes that it produced "682 programs serving almost 19,000 individuals, a record year." The division inaugurates a Railroad Labor Studies Program.

More than 70 percent of the freshmen class are in the top tenth of their high school classes and 96 percent in the top fifth.

New opportunities for field study allow undergraduates to have internships with the Senate Labor Committee doing research, giving testimony at hearings, drafting bills and amendments, and preparing critiques of legislation.

The biggest issue on the graduate front is whether the school should embark upon a professional master's degree program in New York City.

New courses offered this year include History of Industrial Relations in the United States, Theories of Industrial Society, Personnel Theory and Research, and a seminar on Work Motivation.

Jennie Farley becomes Director of the Women's Studies Program.

Paul J. Fasser, Jr. ('51), Assistant Secretary of Labor for Labor-Management Relations of the U.S. Department of Labor, is selected to receive the 1974 William B. Groat Alumni Award for exceptional professional accomplishment and service to the school.

The Office of Resident Instruction reports, "The desire for graduate study continues unslackened by our graduating classes....Law continues to rank first, as seems to be the tradition of the ILR School."

The Catherwood Library notes that the use of the computerized reference service may save on manpower while improving the quality of reference services.

The Cornell Chapter of the American Society for Personnel Administration, with a membership of over 50 ILR students, sponsors bus trips to Corning Glass and Smith Corona.

The Graduate Office notes that "MILR graduates continue to be very marketable....A bumper crop of thirteen June 1974 graduates have had an intensive and extensive schedule of interviewing, resulting in a choice of positions."

## **1975**

On its 30th anniversary, the school develops a Founders Program, an effort designed to perpetuate the integration of academic excellence with practitioner relevance. A Founders Seminar, held in New York City, examines "Industrial Relations: Now and in 1984."

Transfer students make up one-fifth of the school's enrollment.

Shortly after a visit to the ILR School in April, James Hoffa disappears.

A required General Psychology course in the arts college is substituted for a course in Human Development and the Family System.

Breaking a 30-year tradition, off-campus courses for part-time students begin to carry Cornell credit. ILR courses for credit are offered to part-time adult students at night at eight locations in New York State. Almost 600 students are enrolled in ILR's Labor Studies and Management Studies Certificate Programs.

New courses offered include Comparative Industrial Relations Systems, Sociology of Industrial Conflict, and the Economics of Occupational Safety and Health.

Gerald L. Dorf ('57), receives the fifth annual William B. Groat Alumni Award at the Waldorf Astoria in New York City.

Shirley Harper is appointed as Librarian and Director of the Catherwood Library.

The Ford Foundation funds "Collective Bargaining and the Quality of Work: The View of Local Union Activists"—a study conducted by Lee Dyer, Thomas Kochan, and David Lipsky on the role of labor unions in responding to workers' needs regarding career patterns, autonomy, job challenge, and worker participation.

## 1976

A new program, established with the aid of school alumni, provides 40 ILR students with the opportunity to spend one to three weeks in the January intersession observing, or in some cases working, in an industrial and labor relations setting.

A recovering economy improves the job market for June graduates.

Recruiting activity is up and job opportunities improve dramatically. Starting salaries for graduate students are in the \$10,000 to \$17,500 range, with government and unions paying the least and industry offering the most attractive salaries. The future market for our Ph. D. candidates is "very encouraging."

The ILR faculty votes to institute a new advisory system which provides, among other things, for at least one required meeting each term between student and faculty advisor and for student choice in determining the faculty advisor after the freshman year.

New courses offered during the year include Governmental Adjustment of Labor Disputes, The Economics of Occupational Safety and Health, The Psychology of Industrial Engineering, and Personnel Problems.

The Extension Division establishes the Institute for Research and Education on Women and Work. The institute will coordinate a statewide network of educational programs for working women and conduct related research.

Eighteen practitioners from around the country travel to Ithaca classrooms to present lectures and presentations for two courses: Personnel Problems and Governmental Adjustment of Labor Disputes.

New York State Governor Hugh Carey appoints Philip Ross as New York State Industrial Commissioner.

Lois Gray is named Associate Dean for the Extension and Public Service Division.

Morris Neufeld receives the ILR Excellence in Teaching award.

Richard Goldstein, Vice President for Labor Relations at NBC, receives the 1976 William B. Groat Alumni Award.

The Office of Resident Instruction reports that "for the first time in many years direct employment exceeds graduate study as the fate of ILR seniors."

Faculty and students on Labor Day evening welcome ILR incoming students at a Big Red Barn party.

## **1977**

New courses this year include Top Management Personnel Strategies and Policies, Career Planning and Development, and Contemporary Trade Union Movement and Group Processes.

Alice Cook is awarded a grant by the German Marshall Fund to study women in trade unions in Germany, Belgium, England, Sweden, and Austria.

Pledges to the Founders Program total over \$250,000.

ILR Placement office notes that "The economy is clearly gaining strength, the recruiters are up-beat about the year ahead. Salary offers are healthy too."

Alumni Association membership reaches 1,300.

Dean's report notes an increased use of computers in the curriculum. "New computer terminals in the statistics laboratory were available for use in two statistics courses. A computer was also used in ILR 668, Manpower Planning."

The collections at the Documentation Center of the Catherwood Library now include the papers of David Cole, a distinguished arbitrator and mediator, and Philip Taft, a well-know labor historian.

The ILR master's degree program offered in New York City in cooperation with Baruch College of the City University begins operations with a total enrollment of 14 students.

Dispute settlement is the major theme of arbitration workshops conducted by the Extension Division for union and management representatives in public and private employment.

Paul Yager, Director, Region 1, Federal Mediation and Conciliation Service, and William Kilberg, Resident Partner, Washington D.C. office of Breed, Abbott and Morgan, are co-recipients of the 1977 Judge William B. Groat Alumni Award.

M.P. Catherwood establishes an endowment fund at the library designed to help support non-traditional but vital collections and services that are useful to practitioners as well as scholars.

## **1978**

Frank Miller, Director of the Office of Resident Instruction reports, "The obsessive concern of today's college student with career prospects and the continued good job market combine to give us a competitive recruiting advantage on the admissions front."

Following some intensive recruiting, enrollment is at an all-time high with 612 undergraduate and 103 graduate students.

The faculty approves the establishment of a student honors program. To qualify for honors a student must be in the upper 20 percent of his class at the end of his junior year and must complete a senior honors thesis.

Planning has started for the Catherwood Library to transfer catalog records to computer-based record keeping.

More than 1,200 students are enrolled in Extension Division credit courses now being taught at ten locations around the state.

Student and alumni volunteers secure \$34,000 in new pledges to the ILR Founders Fund, which finances visiting lecturers and related contributions to the school curriculum.

New courses offered include a seminar in Modern Data Analysis, Policy Emergence and Current Issues, and Groups in Work Organizations.

Under a grant from the U.S. Department of Labor, the Extension Division conducts programs concerned with safety and health at the workplace.

In cooperation with the American Arbitration Association and the Federal Mediation and Conciliation Service, the Extension Division develops a program designed to train women-arbitrators through a combination of classroom work and field experience.

Twenty-six women participate in the first Women-Arbitrators Development Program.

Peter Capelli ('78) is awarded a Fulbright-Hays Fellowship for two years of study at Oxford University.

## **1979**

New courses include Contemporary Trade Union Movement, Human Resources and Immigration Policies, Labor in Developing Countries, and Economic Theory and Labor Market Issues.

William F. Whyte is elected president of the American Sociological Association.

Two new student organizations begin activities at the school. MIRSO, the Minority Industrial Relations Student Organization, has among its goals the exposure of its members to a wide array of opportunities and role models among ILR occupations. SANE, the Society for the Advancement of Neutral Education, is designed to increase members' grasp of third-party occupations as mediators, factfinders, NLRB examiners, and arbitrators.

Starting salaries for the 15 master's degree graduates range from \$19,000 to \$25,000.

Robert B. McKersie resigns as Dean and takes a new position at M.I.T. Robert E. Doherty is appointed Acting Dean.

Jack Golodner ('53), Director for Professional Employees, AFL-CIO, is selected as the 1979 Judge William B. Groat Award recipient.

A Railroad Labor Studies Program, approved for tuition reimbursement by the Long Island Railroad, is established on Long Island by the Extension Division.

The records of the Amalgamated Clothing Workers of America, a manuscript collection of national significance, is added to the Labor-Management Documentation Center.

The Extension Division hosts the First Annual Personnel Executives Colloquium. Thirty senior personnel officers of Fortune 100 corporations discuss worker productivity and the quality of work life.

## **1980**

Charles M. Rehmus, codirector of the Institute of Labor and Industrial Relations and a faculty member at the University of Michigan, is appointed Dean.

Peter Cusick, Vice President, Personnel for the American Broadcasting Companies, is selected as the twelfth recipient of the William B. Groat Alumni Award.

New courses include Union Organizing, Organizational Behavior Simulations, and Plant Shutdowns and Job Loss.

The school expands the opportunities offered to students for a semester off campus by adding formal organized programs in Albany and in Washington, D.C. to the existing program in New York City.

Tuition for the year is \$2,470 for New York State residents, \$4,090 for out of state.

Under a grant from the Department of Labor, Gary Fields and Olivia Mitchell study pensions and retirement ages.

William F. Whyte receives a grant from the National Institute of Mental Health to examine new systems of work and participation.

The Extension Division is active in training black trade union leaders from South Africa, union educators from Egypt, and international teams of union officials from emerging nations. The division also conducts a program for Xerox Corporation to teach individuals how to train facilitators of quality circles.

The National Endowment for the Humanities awards a grant to support the development of a descriptive guide to the historical collections of the school's Labor-Management Documentation Center.

Social scientists from throughout the country come to Cornell University for two days to honor William Foote Whyte, internationally known sociologist in the school.

## **1981**

Dean Charles Rehmus reports, "A lively student concern over the school's 'open door' policy toward companies recruiting at ILR was taken up by the school's Advisory Council, which has appointed a committee to look into the situation and by the ILR Alumni Association, which is planning to send alumni from both labor and management to the school next year hoping to ameliorate the adversarial nature of labor-management relations by discussing the question with students openly and fully."

During the spring semester, 66 companies interview students for company positions, a 9 percent increase over the previous year.

Of the 119 freshmen students who enrolled in the fall semester, 47 percent are from downstate New York, 30 percent from upstate New York, and 23 percent from out of state.

New courses include Women at Work, Problems in Labor Economics, Personnel and Human Resource Management in the '80s, and Group Processes.

The Extension Division offers a national program in contract administration and arbitration for management employees in the Social Security Administration. Two additional conferences focus on women's issues: Comparable Worth and Pay Equity and Sex Discrimination in Higher Education.

Shirley Harper, Director of the Catherwood Library, reports, "The most important work in the library today is the work funded by NEH toward a computer-based descriptive guide to the manuscript collections of the Labor-Management Documentation Center. The results of this project will greatly improve access to the collection for scholars across the nation and around the world."

The Office of Resident Instruction notes that among this year's applicants to ILR, 48 percent of the women and 42 percent of the men were offered admission.

ILR Associates—a group of Vice-Presidents of Personnel Management from major corporations—is formed to enable the sharing of information among colleagues and an affiliation with a research institution.

## 1982

The Catherwood Library notes that reference requests suggest high interest in such topics as quality circles, Japanese management practices, quality of work life, bargaining concessions, the PATCO strike, amendments to the Bacon-Davis Act, alternative work schedules, harassment in the workplace, and robotics.

Dean Rehms reports, "Special new development projects met with initial success, resulting in approximately \$225,000 in contributions, an all-time record for the school."

In an effort to reduce competition among students, the faculty agrees that where possible, courses will not be graded on a forced distribution curve in which students receive grades based upon their standing in relation to their peers. Instead, grades will more often be given on an absolute basis where all students who achieve predetermined performance levels will be given the grade such performance warrants.

New course offerings include a Conflict and Bargaining Seminar, Systems of Labor Participation in Management, and The Structure and Government of Unions.

The National Science Foundation funds a project by Ronald Ehrenberg to study cost-of-living clauses in union contracts.

Officers of the Student Government Association express their concern about the lack of elective offerings during the past school year.

An audience of well over 250 individuals attend the Extension Division's Women in Management Conference to discuss the opportunities and problems women face in attempting to enter and advance in management careers.

The Extension Division establishes PEWS, Programs for Employment and Workplace Systems. PEWS will work with management, labor, and community leaders to develop cooperative strategies that will enable organizations to remain competitive, save jobs, and increase employment.

The ILR Publications Division, which has issued more than 200 books and pamphlets to date, becomes ILR Press.



**1983**

New course offerings include Political Economy of Collective Bargaining; Inflation, Unemployment, Trade Unions, and Government Policy; Personnel Information Systems; and Groups in Work Organizations.

Extension Division programs focus on the economic revitalization of New York State and the development of programs designed to meet the needs of communities and individuals faced with economic dislocation.

At a formal dinner in New York City, Nick Salvatore receives the Bancroft prize for his book, *Eugene V. Debs: Citizen and Socialist*. The award is given annually to recognize the best work, or works, in American history or biography, and in American diplomacy and international relations.

James A. Gross receives the Philip Taft Labor History Award for his book, *The Reshaping of the National Labor Relations Board: National Labor Policy in Transition—1937-47*.

Richard and Alice Netter make a gift of \$37,000 endowing the Weinberg Seminar, held annually at Cornell since 1958 to bring together representatives of labor and management to pursue ways of eliminating discrimination in employment and union membership practices.

Walton F. Burdick ('55), Vice-President of Personnel, IBM Corporation, receives the Judge William B. Groat Alumni Award at a ceremony at the World Trade Center.

Jean McKelvey, Professor Emeritus, receives the American Arbitration Association Distinguished Service Award for her outstanding role in educating students for labor-management careers and for training new arbitrators in the field.

A faculty committee recommends that the curriculum be strengthened by the addition of coursework in finance, accounting, and computer technology, as well as additional courses in writing and the humanities.

Over 180 scholars from all over the world gather in October for Women and Labor Market Policy, a conference held in honor of the 80th birthday of Professor Emeritus Alice H. Cook. They discuss the status of working women in their countries, their labor market policies, and the extent to which trade union and women's associations are bringing about equality in the workplace.

The University Board of Trustees elects John P. Windmuller to the new Martin P. Catherwood Chair in Industrial and Labor Relations. This is the first named professorship in the school.

Senior Gary Chodosh is selected as the first recipient of the Robert D. Helsby internship at the New York State Public Employment Relations Board.

**1984**

New courses this year include Science, Technology and the American Economy; Technology and the Worker; the Contemporary Trade Union Movement; and Applied Organizational Behavior.

The Personnel and Human Resources Department secures a contract from IBM, valued at \$400,000, for the application of personal computers in human resource instruction and research. With the assistance of IBM, the school converts a traditional classroom into a computer-based room for classroom application.

Lee Dyer and George Milkovich examine the approaches organizations take to manage human resources. Five major corporations—American Hospital Supply, Corning Glass Works, IBM, Merck, and Ontario Hydro—participate in the two-year study.

During the school year, the faculty invites over 70 practitioners in the field of industrial and labor relations into the classroom as guest speakers.

The faculty votes to make some changes in the undergraduate curriculum. All juniors and seniors will take two new electives. One will be chosen from a number of courses in the humanities and the other will be one of several courses requiring extensive writing.

Overcrowded conditions continue to be a challenge at the Catherwood Library. There is only one seat available for every 6.5 students, whereas the common standard is one seat for every 4 students.

The ILR Press notes that Michael Gold's new volume, *A Dialogue on Comparable Worth*, received a strongly favorable review in the *New York Sunday Book Review*. A 42 percent increase in income from ILR Press publications makes 1983-84 the most successful in the press's history.

Saul Kramer ('54) receives the Judge William B. Groat Alumni Award.

Seven of the eight former chairmen of the NLRB meet in Ithaca for a conference celebrating the Board's fiftieth anniversary. They discuss the major problems and accomplishments of the Board's first fifty years.

Sara Rynes and John Boudreau win the Dunhill-American Society for Personnel competition for their proposal to study recruiting practices among the Fortune 500.

## 1985

The school enrolls the highest ratio of underrepresented minority students among the undergraduate divisions at Cornell, with 20.6 percent of the incoming class consisting of minorities.

Tuition for New York State Residents is \$4,360, \$7,420 for out of state.

Statistics for 1985 graduates with the B.S. show that 56 percent of the class took jobs on leaving the school, 37 percent went on to graduate school, and 7 percent were listed as "other."

The library moves more than one-fourth of the book collection from the open stacks in order to make additional study space available.

The *Industrial and Labor Relations Review* continues to be the leading academic quarterly in the field, with a circulation roughly double that of its nearest competitor.

A change in the undergraduate requirements allows greater flexibility for students who wish to study abroad. The faculty votes to allow students to receive up to 15 elective credits for year-long programs abroad.

The Catherwood Library is one of first libraries on the campus to have machine-readable records of its entire collection, both books and the manuscripts.

Robert Hutchens and George Jakubson receive a grant from the U.S. Department of Health and Human Services to support their research on Living Arrangements, Employment, Schooling, and Welfare Reciprocity of Young Women.

Cornell University President Frank Rhodes and New York City Mayor Edward Koch, along with representatives of labor, management and government, attend the ribbon-cutting ceremony honoring the opening of new facilities in New York City for Cornell ILR and Cooperative Extension.

PEWS sponsors a National Employee Ownership and Participation Conference.

Extension Division's credit and certificate programs are now offered in 14 locations throughout New York State.

Salaries for 1985 graduates averaged \$22,000 for the B.S. (with a range of \$14,000–\$31,000), and \$30,000 for the MILR (range of \$18,000– \$37,000).

Students are required to add two four-hour courses to the existing statistics sequence, reflecting an increase in computer instruction.

The school's Development Program moved into its fifth year of increased fundraising by setting new records in every area of support. Total funds, including gifts in kind, exceeded \$350,000.

Stanley L. Aiges ('58) receives the William B. Groat Alumni Award.

IBM donates \$250,000 in personal computers, related hardware, and proprietary software to the Department of Personnel and Human Resource Studies.

Jean T. McKelvey, Professor Emerita, is honored by the American Arbitration Association for her more than forty years of service as a distinguished labor arbitrator.

Charles Rehmus, Dean since 1980, retires and returns to service as an arbitrator in labor management relations.

The Board of Trustees appoints Robert E. Doherty, a member of the faculty since 1961, as Dean. (Doherty served as Associate Dean in 1977-79 and as Acting Dean in 1979-80).

The Board of Trustees names Ronald G. Ehrenberg as the first Irving M. Ives Professor of Industrial and Labor Relations.

Labor economist Walter Galenson is elected the Jacob Gould Schurman Professor of Economics and Labor Relations.

The school reaches its 40th anniversary.

By fall 1985, the school has a faculty of 50, support staff of 125 professionals, and 85 classified staff. There are 750 graduate and undergraduate students in residence.

About 18 percent (19 out of 107) of the original students in 1945 were female. By fall 1985, women constitute half of the student enrollment.

Few if any minorities were enrolled in the initial class in 1945, but by 1985 minorities make up about 18 percent of the student enrollment.

Scholarship in industrial and labor relations was, according to Ives, "subject to imposture, dogma, ignorance, or lazy conjecture" at the time the school was founded. Robert E. Doherty, Dean, notes that the faculty has since then conducted research on a variety of highly relevant issues, using increasingly sophisticated methodologies.

During its first 40 years, the ILR Press has distributed hundreds of thousands of bulletins, books, and occasional publications to practitioners, schools, and interested citizens.

The curriculum was originally heavily practitioner oriented, and students had few electives. By 1985, the curriculum includes requirements in writing, the humanities, accounting and finance, and computer literacy.

Extension has grown from 3 employees in 2 cities in 1946, to 7 district offices employing 92 staff members.

## 1986

Several new courses are introduced, including Industrial Relations in Transitions; Work Organizations, Troubled Employees and Employee Assistance Programs; and The Law of Workers' Compensation and The Economics of Employee Benefits.

The Catherwood Library is selected to receive the 1986 John A. Sessions Memorial Award sponsored by the AFL-CIO and administered by the American Library Association. The award is presented to libraries in recognition of outstanding assistance to the labor community and contribution to public understanding of the history of the labor movement and its significance in the development of the United States.

Forty leading scholars in collective bargaining meet at the school to share new information and research results in eight major industries. The conference, Collective Bargaining in American Industry, features presenters at the 1986 Pierce Memorial Conference.

Nick Salvatore is elected a Fellow of the Society of American Historians.

A grant of \$250,000 from R. Brinkley Smithers is given to the school for a study to determine how alcoholics are treated in company and union-run Employee Assistance Programs. Harrison M. Trice is to direct the study, with assistance from a research team headed by Research Associate William Sonnenstuhl. Findings will be incorporated into the school's curriculum and extension teaching programs.

The school receives its first major endowment, a \$2.5 million gift from R. Brinkley Smithers as part of a \$6.7 million gift to Rutgers and Cornell to establish the R. Brinkley Smithers Institute for Alcoholism Prevention and Workplace Problems, the only permanently endowed cooperative involving research, teaching, publication, and outreach initiatives in the alcohol field. Of the ILR School's portion, \$1.96 million is for research and \$500,000 is an endowment for adult education.

The 40th anniversary celebration is held. During the 2-day anniversary conference entitled Equity and Efficiency in the Workplace, Douglas Fraser, President of the United Auto Workers and featured speaker, tells an audience of 200 faculty and staff that American corporations are recognizing the benefits of democratizing the workplace. Stephen Schlossberg, Deputy Undersecretary of the U.S. Department of Labor, is also part of the conference.

Bonnie Rabin, M.S./Ph.D. student in personnel management, wins the American Society of Personnel Administrators Outstanding Master's Thesis Award for 1986. Gloria deBejar, Ph.D. a student in personnel, is selected as having the Outstanding Research Paper submitted to the Personnel-HR Management Division of the American Academy of Management. Both students worked under George Milkovich.

Joan Greenspan ('64), National Director of Industrial Organizing for the Screen Actors Guild, is the winner of the 1986 William B Groat Alumni Award.

The U.S. Army Institute awards a five-year contract to John Boudreau, Lee Dyer, and Sara Rynes to support their research on the effects of cost-benefit information on human resource management decisions.

## 1987

The IBM Corporation enters into a second three-year Personal Computer Project with the Department of Personnel and Human Resource Studies, worth about \$1 million in hardware, software, and support, to accelerate joint research on how to use computers to provide business and

industry with faster and more accurate tools in human resource management. Robert Risley reports, "Our laboratory is probably still the most advanced of its kind in the country."

An outside review panel, appointed by University Provost Robert Barker, recommends the consolidation of several academic departments, a greater emphasis on liberal arts education for the first two years, the abolition of the M.S. degree and a new emphasis on MILR and Ph.D. training, a consolidation of extension district offices, and a greater focus on issues more related to the industrial and labor relations field.

The Office of Resident Instruction notes that one in every five students at the school is a minority member.

A total of 152 recruiter schedules are coordinated, representing 1,500 job interviews.

The library celebrates the 25th anniversary of its move to the east wing of Ives Hall and notes that it has experienced a five-fold increase in reference questions during the past five years.

The ILR Press adds six new titles to its list of scholarly and practitioner publications.

The school launches a new five-year campaign to raise \$1 million: \$500,000 in unrestricted support and \$500,000 to be added to the "Founders Fund II" endowment, which will create a chair in humane studies.

Dean Doherty, in conjunction with the school's Advisory Council, begins a comprehensive external review of programs and activities.

Carl Behnke ('61), Vice-President of the Edison Electrical Institute, is selected for the Groat Alumni Award.

Senior officials of top companies, government representatives, and international union presidents gather in New York City for a conference entitled *The Next American Revolution: Crisis in Employment*, which focuses on a consideration of what can be done to prevent the poverty and widespread unemployment the United States may face in the next two decades.

Jack Sheinkman ('49) is elected by acclamation as the new president of the Amalgamated Clothing and Textile Workers Union, AFL-CIO.

The International Ladies Garment Workers Union donates its Archives to Catherwood Library and establishes a modest endowment to help support maintenance of the collection. The Labor-Management Documentation Center has by now become the foremost repository of historical records of unions in the clothing industry, housing the records of the Amalgamated Clothing Workers Union, its successor the Amalgamated Clothing and Textile Workers Union, and the Fur and Leather Workers Union. The center contains 781 collections of material from unions, other organizations, individual scholars, and labor arbitrators.

Ronald L. Seeber becomes Director of the Division of Extension and Public Service and Associate Dean of the School.

The Extension Division comprises seven offices in major New York metropolitan areas and employs about 75 professionals who deliver educational services to more than 35,000 practitioners annually.

A book published by the ILR Press, *Disability and the Labor Market: Economic Problems, Policies, and Programs*, edited by Monroe Berkowitz and M. Anne Hill, receives the 1987 Book Award of the President's Commission on Employment of the Handicapped.

The Extension Division sponsors, and almost 100 union and management representatives attend, a joint labor-management conference, Innovations in Discipline. The program features four case studies of different approaches to controlling absenteeism.

## 1988

Dean Doherty begins to develop a 10-year master plan for the school, as an outgrowth of the external review begun in April 1987.

Dean Doherty resigns.

Provost Robert Barker announces the appointment of David B. Lipsky, a member of the class of 1961 and a member of the faculty since 1969, as dean of the school.

In his Program Planning Outline in the fall, Dean Lipsky notes, "Over the next five years the school will play an active role in examining both the micro and macro levels of the workplace: from the organization of work, worker participation in decision making, the possible resurgence of worker organizations, the quality of work life, new methods of conflict resolution, innovations in ownership of the workplace, and family-work relationships on the one side, to the economic environment, social organization, and technological innovations and their implications on the other."

In his annual report the dean notes that the state "has approved a \$12 million Catherwood Library expansion project, with funding of \$1 million expected for planning in 1989 and construction expected within two years."

New courses offered include Corporate Finance and Labor Markets, Training and Development: Theory and Practice; and Psychology of Negotiation.

The Minority Industrial and Labor Relations Student Organization sponsors a Career Symposium and Fair. Students, alumni, and recruiters gather to discuss employment issues, with a number of job offers resulting.

The Office of Resident Instruction notes, "The faculty advising system, in addition to an active peer advising component, has allowed for better information flow to new students, and the curricular changes which still feel new to upper division students are seen by newcomers as the norm."

Rishard Strassberg receives the 1987-88 Chancellors Award for Excellence in Librarianship.

Robert Smith is appointed Associate Dean.

The ILR faculty hosts a fall meeting of key congressional staffers to share knowledge of trends in employer personnel policies; immigration, demography, and preparedness; employee participation; collective bargaining; and issues emerging in government regulation of the employment relationship.

By fall 1988, nearly 22 percent of entering freshman are from underrepresented minority groups.

During 1988-89, 130 graduate students will be in residence, the largest number in the history of the school.

Faculty items published or accepted for publication this year total 21 books and 139 articles.

Dean Lipsky observes, "The workplace is moving through a period of profound change. The convergence of economic, demographic, cultural, and technological factors is changing the content of work and skills required in jobs. The roles, motivations, hopes, and expectations of workers and employees are being altered by these forces. The most basic rights, duties, and privileges of workers are being refined."

The dean seeks to enlarge the faculty to about 60 because, although enrollment has increased from 350 students in the 1960s to 750 in 1988, the faculty has remained constant at about 50.

At one time, the state's appropriations funded 90 percent of the school, but in 1988 the percentage of support funds stands at little more than half.

The Center for Advanced Human Resource Studies (CAHRS) is established, with Lee Dyer as Director. The primary mission of the center is to conduct and disseminate research and development projects designed to improve the practice of human resource management, enhance the performance and equitable treatment of employees, and promote organizational effectiveness.

Ronald J. Ehrenberg, Professor and Director of Research, is awarded \$200,000 from the Alfred P. Sloan Foundation for an interdisciplinary research project on compensation policies.

## **1989**

The Office of Career Services notes that a total of 104 students were placed in internships during the year and that the demand for interns exceeded the number of students available.

Minority ILR student enrollment reaches 155 students, 24 percent of the undergraduate student body.

The State University Construction Fund estimate for new construction of the library and classrooms is \$19.5 million, well above the \$12 million earmarked for the project.

Members of the faculty meet with top administrators in the U.S. Department of Labor and the New York State Department of Labor, and other federal and state officials, and regularly provide expert testimony before federal and state governing bodies. The school receives over \$600,000 in additional funding from legislative appropriations.

Nine books are published by the ILR Press.

New courses offered include Liberty and Justice for All; Industrial Relations in Non-Western Countries; and Micro-Organizational Behavior and Analysis.

The Catherwood Library arranges to move about 30,000 volumes to the library annex until the library expansion and renovation are completed.

The Division of School Relations reports that "Gifts from non-government sources during the academic year totaled \$1,188,739."

Harrison Trice is elected a Fellow of the Society for Applied Anthropology.

Over 800 representatives of the United Auto Workers and various divisions of the General Motors Corporation attend the Extension Division's one-week seminar, The Auto Industry in Transition.

CAHRS, which provides a unique partnership between ILR School researchers and representatives from 42 selected corporate sponsors, currently sponsors research in 24 projects.

The Sloan Foundation funds a research conference, Do Compensation Policies Matter?, which brings over 80 academics and high-level corporate practitioners to the campus. Supplementary support for the conference, which was organized by Research Director Ronald G. Ehrenberg, is provided by the National Bureau for Economic Research.

The Computer Support Office prepares a five-year plan for computing in the school and installs a schoolwide network for computers.

The Alpern Visiting Fellowship program begins with a 3-day visit by Daniel Bell, noted sociologist and social philosopher from Harvard. Through a grant from Jerome and Enid Alpern, the program is established to bring to the school scholars who integrate social issues and humanitarian values within the field of industrial and labor relations.

Olivia Mitchell, Associate Professor of Labor Economics and Research Associate at the National Bureau of Economic Research, is selected by the U.S. Department of Labor to receive the Lawrence R. Klein Award for 1988 for her article, "The relation of age to workplace injury."

Recent Supreme Court decisions about employment discrimination have evoked dire forecasts from some that civil rights statutes have been gutted, that the demise of affirmative action is at hand, and that women and minorities will be left without effective legal protection against discrimination. Others say that the Supreme Court decisions do not pose such a threat.

Human resource experts from nine universities meet with top executives from IBM to explore how computer systems can enhance management of people in organizations. The conference concludes with the opening of the new Executive PC Education Laboratory at CAHRS.

## 1990

The University Board of Trustees selects George Milkovich as the new Martin P. Catherwood Professor of Industrial and Labor Relations.

In the fall, five architectural firms are invited by the State University Construction Fund to make presentations for the first stage of expansion and renovation of Ives Hall.

The firm of Herbert Beckhard, Frank Richlan, and Associates is selected. "If all continues on schedule, the building will be completed in 1995."

New courses include Challenges Facing Labor; and Strategic Organizational and Human Resources Management Simulation.

With assistance from the Smithers Institute for Alcohol-Related Workplace Problems, the Extension Division offers a certificate program on Employee Assistance Programs.

The faculty votes to approve the offering of a Master of Professional Studies degree. The new degree is a response to an increasing demand for graduate study at ILR from individuals whose career objectives are not met by either the MILR or the M.S. degree.

Tuition for New York State residents is \$6,494, \$11,994 for out of state.

The U.S. Department of Education provides funding to John Bishop, Stephen Barley, and Harry Katz for a study of the Educational Quality of the Workforce.

The University Career Center and ILR Career Services host the first annual Cornell University College Recruiting and Relations Institute. Forty-five corporate participants spend a day and a half learning new approaches to college recruiting in the 1990s.

The Smithers Institute receives a three-year \$425,000 grant from the National Institute of Drug Abuse to examine peer intervention and support processes within the railroad and airline industries.

Two hundred and seventeen apply to the graduate program for the fall semester, the largest number of applications since 1984. This increase is consistent with those experienced in industrial relations graduate programs across the country.



Over 120 students are enrolled in the Baruch-Cornell MSILR program in New York City. Twenty-three students graduate, the largest graduating class to date.

The faculty adopts changes in its personnel policies which require excellence in both teaching and research as a precondition for promotion and tenure.

The mean salary for placed undergraduates increases to \$31,000, and the mean for MILR graduates to \$44,000.

The Martin P. Catherwood Library reports that "With the advent of the online catalog system, conversion of operations formerly based on paper files has become a major task which will continue through the next few years."

The Cornell Institute of Collective Bargaining holds an international symposium, *Going Global: Employee Relations in a World-Wide Economy*, at Oxford University, England.

The Jean Trepp McKelvey-Alice Bacon Grant Professorship in Labor Management Relations becomes the first fully endowed chair for ILR. It is funded by combined gifts from the estates of Jean McKelvey and Alice Grant.

To confront transitions and challenges in modern labor and management interactions, the Cornell Institute of Collective Bargaining is revamped and revitalized, with Harry Katz as Director. Forty organizations will sponsor the institute by providing financial support and focusing research on problems they identify as critical to facing the challenges ahead.

## **1991**

The Institute for Labor Market Policies is founded; Ronald G. Ehrenberg is Director.

Funded by a grant from the U.S. Department of Labor, The Institute for Labor Market Policies holds a conference on "New Jobs for an Aging Workforce." The participants include government officials from the United States, Canada, and Japan and academics and graduate students interested in policy issues.

Private gift support for the 1991-92 school year totals \$404,754, with \$235,839 coming from alumni and \$168,906 from friends, corporations, foundations, and other institutions and organizations.

New courses include *The Development of Japanese Labor*; *Individual Differences and Organizational Behavior*; *Computers in Offices*; *African American Workers: 1910 to Present*; and *Organizational Implications of World Class Manufacturing*.

CAHRS enrolls 7 new corporate sponsors, bringing the total to 44. CAHRS researchers are involved in 18 major research projects, involving some 23 sponsoring firms.

Compressed video is the newest technology at the school. Real-time interactive transmission via telephone lines provides instructional, conference, and meeting activities from the conference center to locations around the world.

A new electronic network is installed, providing E-mail capability to all faculty and staff throughout the school, across campus, and to other institutions in the United States and abroad.

The Catherwood Library incorporates computer and telecommunications technology to make its information resources readily accessible to users in and beyond the university.

Members of the extension staff join a group of U.S. specialists in Russia to provide training in techniques of collective bargaining and dispute resolution appropriate to a market economy.

In Orlando, Florida, 32 participants attend the Alumni Association's first national conference, The Workplace in Transition.

Focus groups of undergraduates are convened to inquire about student perceptions of "academic pressure" and about "diversity." Discussions about pressure lead to faculty coordination of tests and assignment schedules in order to reduce time conflicts in required courses. Diversity discussions produce a plan and first steps toward development of a course on diversity issues in ILR.

The Central Europe Human Resource Education Initiative is launched. Subtitled The Human Side of Enterprise, the initiative is funded by the Andrew W. Mellon Foundation and is a partnership of the ILR School at Cornell, the Faculty of Management at Comenius University in Bratislava, Slovakia, and the Faculty of Social Sciences at Charles University in Prague, The Czech Republic.

## **1992**

The first semester of the Master of Professional Studies degree program finds four students enrolled.

New courses include Disability and Employment Law and a seminar on Employee Attitudes and Behaviors.

Following an extensive study, the faculty adopts a substantially revised undergraduate curriculum that incorporates a broader academic base and provides students with a stronger liberal arts foundation while maintaining the school's focus on the preparation of professionals in industrial relations.

Major progress is made in the school's 5-year capital campaign drive, having secured commitments in excess of \$7 million toward its \$20 million goal.

The ILR School joins the Colleges of Agriculture and Hotel Administration in providing "rolling admission" decisions rather than rendering all decisions on the common Ivy notification date in April.

CAHRS signs a contract of cooperation with the Center for International Management Studies at the Prague School of Economics and the Industry Confederation of the Czech Republic. Under the agreement, the signees pledge to pursue funding for, and subsequently to conduct, joint research projects and executive education activities designed to facilitate Czechoslovakia's transition to a market economy.

The Donner Foundation awards a grant of \$100,000 to Ronald G. Ehrenberg for a study, Race, Gender, and Ethnicity of American Teachers and Students.

## **1993**

A freshman colloquium is offered in the fall semester. The required one-credit course is designed to bring students and faculty together in small groups to discuss issues of interest and importance to the workplace.

Shirley Harper, Director of the Catherwood Library, resigns after 18 years of service.

The ILR Press publishes nine new books during the academic year.

The Graduate Program notes a "major change in the distribution of thesis candidates. Most notable is the shift of majors in Collective Bargaining from nearly 30 percent of all candidates in 1983 to 17 percent in 1993."

The U. S. Department of Health and Human Services awards Samuel B. Bacharach a grant of \$174,503 for a study, Workplace Risk Factors and Drinking Behavior.

Campaign gifts and commitments from October 1990 through June 1993 total \$12,611,85—sixty percent of the Capital Campaign's \$20.5 million goal. A gift highlight is ILR's second fully endowed professorship—the Anne Evans Gibbons Professor of Dispute Resolution.

During the school year, CAHRS conducts an Executive Briefing on The Globalization of Top Managers' Compensation; a Policy Briefing in Washington, D.C.; and two HR Executive Development Programs in Singapore, one in Tokyo, and two in Ithaca.

## 1994

Francine Blau is named the first Frances Perkins Professor of Industrial and Labor Relations.

New courses include Women in the Economy, World Class Manufacturing, and Personal Computer Basics.

Marcia Calicchia, a member of the Extension Division, is awarded a grant of \$355,000 from the New York State Department of Social Services for a program, Quality in the Department of Social Services.

Robert Smith is awarded a grant of \$226,407 from the New York State Workers' Compensation Board for a study entitled Workers Compensation Managed Care Pilot Program.

Gordon Law is appointed Director of the Catherwood Library.

Design work is completed for implementation of a Novell network at Catherwood, which will be used for searching CD-ROMs licensed by Catherwood as well as Internet-accessible files.

The ILR Home Page firmly establishes its presence on the Internet.

The School's World Wide Web is developed as a means of telling the school's and the library's story to thousands of scholars, practitioners, and potential students.

The student computer lab is significantly upgraded as the school receives a grant of over \$100,000 from the AT&T Corporation for computer equipment and support services.

The National Institute on Alcohol Abuse and Alcoholism awards a four-year grant of \$809,516 to the R. Brinkley Smithers Institute for Alcohol-Related Workplace Studies for a study of the relationship between blue-collar working conditions and substance abuse.

## 1995

Tuition for New York State residents is \$8,490, \$16,460 for out of state.

Annual subscriptions to the *ILR Review* cost individuals \$26, libraries \$43, and students \$13.

New courses include Theories of Equality and their Application in the Workplace; Economics of Collective Bargaining in the Sports Industry; Economics of Health Care; and Mediation.

The ILR Career Services Office merges with the University Career Center.

Preliminary salary figures for the Class of '95 are a range of \$27,000 to \$47,000 for bachelor degree recipients and \$38,000 to \$63,000 for master's degree recipients.

The Graduate Division notes, "The job market for professional students was very robust while the Ph.D. market was relatively poor in keeping with the decreasing demand at the national level."

With 27 students, Washington, D.C. continues to be the most popular internship location.

CAHRS reports that "During the academic year '94-'95, over 50 major corporations (sponsors and others) from the United States, Japan, South America, and Europe partnered with more than a dozen faculty to produce over 25 research studies.

The Office of Student Services reports the formation of "class councils," groups of students developed to ascertain undergraduate concerns, facilitate meals with faculty members, arrange meetings about careers and course materials, and produce a freshman newsletter.

A "phase two" funding of the Central Europe Human Resource Education Initiative is approved by the Mellon Foundation.

Discussions lead to the merger of the ILR Computer Services Group with the Johnson Graduate School of Management Computer Services Group.

Kenneth Kahn, President of LRP Publications, chairs the newly formed, 19-member Catherwood Advisory Council. The council mission is two-fold: to provide advice and council to the Catherwood Director and to assist with fund-raising efforts.

Capital campaign commitments for the school reach 96 percent of the goal—\$19,774,706 toward the goal of \$20.5 million.

The Department of Health and Human Services awards a grant of \$256,812 to Samuel B. Bacharach for a study of Workplace Risk Factors and Drinking Behavior.

The demolition of Ives Hall's classroom wing begins.