

IR NEWS

THE CERTIFICATE PROGRAM IN INDUSTRIAL RELATIONS

I R NEWS is a publication of the Institute of Industrial Relations and University Extension, University of California, in cooperation with the Los Angeles and San Diego Chapters of the Industrial Relations Alumni Association. The purpose of I R NEWS is to bring more closely together various groups interested in the Certificate Program — persons taking Extension classes, graduates of the Program, Extension instructors, staff of the Institute of Industrial Relations, and community leaders in the field.

OCTOBER, 1956

NEW STUDENTS, INSTRUCTORS WELCOMED

The Institute of Industrial Relations wishes to join with University Extension in welcoming those adults who, in record numbers, have decided to continue their education. This fall thousands of persons in Los Angeles, Long Beach, Riverside, and San Diego have made out checks in varying amounts to the Regents of the University of California, thereby indicating their desire to improve themselves as persons, employees, supervisors, and citizens.

For those of you who have enrolled in courses in the field of industrial relations, this newsletter serves as one additional device for keeping up to date on current developments in the University community which are of special interest to you. The I R NEWS, inaugurated for the first time last year, will be published twice a semester and distributed in classes by the instructors. Your suggestions will be appreciated on what kind of articles you would like to have included in the newsletter.

The University desires to provide Extension classes with instructors who are both skilled in teaching and expert in their fields of specialization. A number of new men have joined us this semester as instructors of courses in the industrial relations field. We take special pride in introducing this able group of men:

Richard P. Barthol—A new member of the UCLA Psychology Department, he recently held the position of Associate Professor of Psychology at Pennsylvania State University. He has had experience working both in industry and in government, having served as consultant for the Public Utilities Employers Institute, as industrial engineer and training supervisor at Marinsip Corporation, and as unemployment insurance advisor with the California Department of Employment. Holder of a Ph.D. degree from the University of California, he has done consulting work with labor unions and companies as well as writing for scholarly journals.

Robert W. Harrington—An Associate Social Scientist with the Rand Corporation, a nonprofit organization established to carry on research and training work for the U. S. Air Force. He previously served as psychologist and later Supervisor of Training and Research at Veterans Administration hospitals. He has his Ph.D. from Michigan State and has authored a number of scholarly articles in the field of psychology.

Leo Kotin—An independent arbitrator and industrial relations consultant, Mr. Kotin has a distinguished background in the field of labor relations. He has served as Assistant to the Director, Commissioner, and Field Representative of the Federal Mediation and Conciliation Service, Regional Chairman of the Wage Stabilization Board, and Associate Director of the Disputes Division of the War Labor Board. He has his Ph.D. from the University of Chicago.

Elias Hull Porter—Assistant Chief of the Training Section of the Rand Corporation, he has also served as Director of Psychological Services for Science Research Associates and as Associate Professor of Psychology at the University of Chicago. He took his Ph.D. in Psychology at Ohio State University and is author of an excellent book on the subject of counseling.

Lionel Richman—A practicing attorney with considerable experience in the field of labor law, Mr. Richman has represented labor unions in collective bargaining, arbitrations, jurisdictional strike cases, and appearances before the NLRB, the appellate courts, and the various state agencies.

Herbert W. Rubottom—It is a pleasure to have the Chief of Training at Convair (San Diego) back with us as an instructor. He is well known throughout the West Coast as an outstanding training expert, and last year the California Industrial Education Association presented him with a special award for his contribution to industry. He has served as President of the San Diego Chapter of the American Association of Training Directors. His fine work in the area of apprenticeship training has been rewarded by his appointment to the Apprenticeship Council of the California Department of Industrial Relations.

Milton V. Smith—Coordinator of Executive Development at the Norton Air Force Base, he previously served as Head of the Training Division at the Naval Ordnance Test Station (China Lake) and as personnel officer with the Veterans Administration, the U. S. Public Health Service, and the Tennessee Valley Authority. He earned his Ph.D. in Political Science at the University of California and taught for a number of years at Dartmouth College. Dr. Smith recently returned from a year in Iran where he served as Visiting Professor at a newly-established Institute for Administrative Affairs. His responsibilities included teaching public administration and serving as consultant on in-service training to the Iranian government.

Jesse W. Tarwater—A psychologist at the Rand Corporation, he has also held the position of Assistant Head, University Extension Education at UCLA, and Staff Psychologist and Director of Training at the Naval Ordnance Test Station (Pasadena). Dr. Tarwater received his doctorate in Education at Stanford and held teaching assignments at California State Polytechnic College, San Jose State, and Texas College.

John L. Tucker—Division Industrial Engineer at the Kaiser Steel Corporation in Fontana, he was previously employed as Chief Industrial Engineer and Assistant Vice President for Manufacturing at the Coffing Hoist Company. He earned his Master's degree in Industrial Engineering and Industrial Relations at the University of Illinois while serving as an instructor on the same campus.

CERTIFICATE GRADUATION SCHEDULED IN LOS ANGELES; M. P. TO SPEAK

The Fall Award Dinner, at which approximately 25 persons will receive Certificates in Industrial Relations, has been scheduled for Friday evening, October 19. An interesting program has been arranged, and all those connected with the Certificate Program are cordially invited to attend.

The graduation address will be delivered by the Right Honorable Hilary A. Marquand, Member of Parliament (British House of Commons). He will speak on the subject, "Contemporary Trends in Industrial Relations in Britain."

Mr. Marquand has an illustrious background as a scholar and statesman. He has served as a Member of Parliament since 1945 and, in addition, during the period when the Labor Party was in power, held several other important governmental assignments. He was Secretary for Overseas Trade, 1945-1947; Paymaster General, 1947-1948; Minister of Pensions, 1948-1951; and Minister of Health, 1951. For fifteen years prior to his election to the House of Commons, Mr. Marquand served as Professor of Industrial Relations at the University of Cardiff, and authored a number of books including *Industrial Relations in the U.S.A.* and *Organized Labor in Four Continents*.

Mr. Marquand is lecturing throughout the United States during the month of October; his trip to the West Coast is being sponsored by the Institute of Industrial Relations. He is scheduled to present

a free public lecture on the UCLA campus at 3 p.m. Friday afternoon (Room 191, Business Administration and Economics Building) on the subject, "The British National Health Service: An Evaluation."

Dr. George H. Hildebrand, Acting Director of the Institute of Industrial Relations, will introduce the speaker on Friday evening, and will award Certificates to the graduates. A tentative list of those scheduled to receive Certificates includes: James P. ApRoberts, Hal T. Curtis, Charles W. Easley, Marie H. Gessling, Reese A. Gorris, T. Mervyn Greer, A. Edward Horan, Jr., Maurice P. Horstman Jr., Harlan L. Keyes, Wallace P. N. Lind, William L. McCoy, Harry A. McFrye, Henry B. Mors, F. Glenn Neely, William D. Pierson, Jess C. Ramaker, Norton C. Schwartz, William L. Schwind, Vlad S. Sullivan, Clara A. Valensi, Tom H. Ware, John N. Wright, and Beth A. Wyckoff.

Any other persons who feel that they have completed the Certificate requirements should call Richard N. Baisden (BRadshaw 2-6161, Ext. 425) immediately.

The graduation dinner will be held in the Magnolia Room of the Carolina Pines, 7315 Melrose Avenue. The price of the dinner will be \$2.75 for brisket of beef or fish. Dinner reservations must be made by Thursday, October 18, by calling BRadshaw 2-6161, Ext. 425.

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TWO MANAGEMENT SEMINARS PLANNED

The Institute of Industrial Relations is joining with the Graduate School of Business Administration and University Extension in presenting two seminars of ten meetings each for men and women with considerable managerial or staff responsibilities. The fee of \$125 for each of these seminars includes the cost of ten dinners.

A special brochure describing each of these programs may be obtained from the Institute by calling BRadshaw 2-6161, Ext. 425.

Sensitivity Training for Managers—This seminar is based on the assumption that human relations understanding and skills can be developed. It is aimed at helping the participants to *feel* differently—and not merely *think* differently—about the many human relations problems with which they are likely to be faced. A few small groups, each consisting of fifteen persons and one workshop leader, provide the core of the training experience. General ses-

sions, with presentations by the workshop staff, are designed to give additional meaning to the small group experiences. (Ten Wednesdays from October 17 to December 19, on the UCLA campus.)

Human Factors in Management—An opportunity for managers and executives in business and industry to examine critically some of the newer methods of dealing with the human problems confronting the organizational leader as he works with individuals and with groups. The objective of the seminar is to give the participants the chance to share the ideas and experiences of researchers and practitioners who are making significant additions to our understanding of supervision and leadership, group problem-solving, counseling and coaching, face-to-face communications, and group creative thinking. (Ten Wednesdays from October 10 to December 19, in the Biltmore Hotel, Los Angeles.)

INTRODUCING: WILLARD IRVINE, MAJOR GENERAL U.S.A. RET.

It was with a mixture of pleasure and sadness that the Institute of Industrial Relations awarded a Certificate in Industrial Relations last summer to General Irvine in San Diego. Although we are proud to add the General's name to the list of those who have completed the program, we know we speak for the instructors and students in San Diego in saying that his future participation in classes will be sorely missed.

General Irvine had a most distinguished military career which ended with his service from 1950 to 1952 under the Joint Chiefs of Staff as Commanding General of the Army Antiaircraft Command. His name was well known to thousands of G.I.'s during World War II when he served directly under General MacArthur as Commander of the Western Pacific Area from 1945 to 1947. One year prior to this he had been named Assistant Chief of the U. S. Army.

Since his retirement, in addition to attending classes in the Certificate Program, he has been active in church and community work. Some of his activities have included service as current Chairman of the San Diego County March of Dimes, Director of the Pacific Home Corporation, and Member of the National Commission on Chaplains.

General Irvine lists keeping up to date and contacts with younger people as his major reasons for taking the Certificate Program. He points out: "The world is in the midst of a great industrial revolution, resulting in an increase in population and a higher standard of living for many, but leaving the majority of the world in revolt. Our own conduct in industrial relations will determine in large measure our international policy."

RECENT PUBLICATIONS OF THE INSTITUTE OF INDUSTRIAL RELATIONS

REPRINTS (Available free of charge from the Institute of Industrial Relations, University of California, Los Angeles 24.)

When It's Time for a Change, by Robert Tannenbaum. One of the most difficult problems a supervisor has to face is overcoming resistance to change. Workers may resist it with everything they've got—from tardiness to restricted output. This short article outlines ways in which a supervisor can make changes more acceptable.

Factionalism and Organizational Change in a Research Laboratory, by Paula Brown and Clovis Shepherd. This paper describes what happened when a naval bureau in Washington changed the goals of one of its laboratories on the West Coast. Instead of changing their behavior to conform to the new policy, the scientists employed at the laboratory reacted against the change in a number of ways.

POPULAR PAMPHLET (May be purchased from the Institute of Industrial Relations, University of California, Los Angeles 24, for 25c.)

Health Insurance: Group Coverage in Industry, by Richard N. Baisden and John Hutchinson. This latest issue in the Institute's

Popular Pamphlet Series deals with the financing of medical care for workers and their dependents and the variety of plans set up for this purpose. The problems dealt with are: the health needs that group coverage seeks to insure; the extent of health plans in industry; the various types of health plans; an evaluation of progress to date; the major unresolved issues; programs to insure against wage loss; and the outlook for health insurance.

WEST COAST COLLECTIVE BARGAINING SYSTEMS. (Monographs in this series cost 50c each and may be ordered from the Institute of Industrial Relations, University of California, Berkeley 4.)

The Teamsters Union on the West Coast, by J. B. Gillingham. This is the ninth in the series dealing with collective bargaining on the Pacific Coast. Earlier monographs have dealt with collective bargaining in the motion picture, construction, nonferrous metals, lumber, longshore, and aircraft industries, and with labor relations in agriculture and in the non-factory sector of the economy.