
INSTITUTE OF INDUSTRIAL RELATIONS

UNIVERSITY OF CALIFORNIA

September, 1946

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HENRY M. WILLIS, Judge, Superior Court of Los Angeles

MORRIS ZUSSMAN, President, State C.I.O.

* Deceased, July 30, 1946

Institute of Industrial Relations

FEW AREAS in the domestic social life of the nation are vested currently with greater public concern than the field of industrial relations. The development of better relationships between organized labor and organized employers, and the integration of these relationships with the interests of the individual citizens and the nation as a whole, constitute one of the most serious problems facing our economic and social system today.

The Legislature of the State of California expressed its desire to contribute to the solution of this problem when, in 1945, it established an Institute of Industrial Relations at the University of California. The general objective of the Institute is to facilitate a better understanding between labor and management throughout the state, and to equip persons desiring to enter the administrative field of industrial relations with the highest possible standard of qualifications.

The Institute has two headquarters, one located on the Los Angeles campus and the other located on the Berkeley campus. Each headquarters has its own director and its own program, but activities of the two sections are closely integrated through a Coördinating Committee. In addition, each section has a local Faculty Advisory Committee, to assist it in its relations to the University; and a Community Advisory Committee composed of representatives of labor, industry, and the general public, to advise the Institute on how it may best serve the community.

PROGRAM

This program is not directed toward the special interests of either labor or management, but rather toward the public interest. It is divided into two main activities: investigation of the facts and prob-

lems in the field of industrial relations, which includes an active research program and the collection of materials for a research and reference library; and general education on industrial relations, which includes regular University instruction for students and extension courses and conferences for the community.

STUDYING THE PROBLEMS

The urgent need for careful study and research in the field of industrial relations and collective bargaining has become particularly apparent during the period of postwar economic adjustment, when the failure of labor and management to arrive at a prompt settlement of their problems has more than once assumed the proportions of a national crisis.

The Institute plan affords an unusual opportunity for service to labor, management, and the general public on the Pacific Coast through collecting, analyzing, and integrating data which will provide for those interested and the public, information which is complete and impartial.

The research program will be conducted on the conviction that the first step toward gaining a better understanding between labor and management is to discover as much as possible concerning the conditions surrounding the parties and the economic and social forces which give rise to the fundamental problems of industrial relations.

Topics selected for major research projects are designed to be of particular interest not only to the Pacific Coast but also of significance to the entire national economy. Among the subjects now under investigation are: Labor-Management Relations in Selected Industries on the Pacific Coast, Wages and Earnings on the Pacific Coast, Voluntary Arbitration of Labor Disputes on the Pacific Coast, and the Economic Significance of Wage Differentials between the Southern Part of the United States and the Pacific Coast Area.

ASSEMBLING THE FACTS

Extensive working libraries will be maintained at both Los Angeles and Berkeley. These libraries will contain background and current materials on many phases of the field of industrial relations, including textbooks, reference works, periodicals, collective agreements and arbitration awards, wage and salary data, cost-of-living and national income materials and returns assembled by special agencies in the field.

The libraries will be available for service to undergraduate and graduate students, faculty members, writers, trade-union representatives, company officials, employees of state and federal agencies, research workers, and the general public.

EDUCATING THE STUDENTS

The need for scientifically trained personnel to handle the problems of industrial relations, for labor, management, and the government, is becoming increasingly obvious. To provide this training, courses for students at both the undergraduate and graduate levels are given in several departments of the University.

Undergraduate training in the field of industrial relations utilizes the facilities of the Departments of Economics, Business Administration, Psychology, Political Science, History, and Engineering. Students interested in extensive training frequently choose to major in the Departments of Economics or Business Administration, selecting Labor Economics, Industrial Relations, or Personnel Administration as their field of concentration. Some of the many undergraduate courses in the field are:

Labor Economics	Industrial Relations
Personnel Administration	Labor Law
Time and Motion Study	Constitutional Law

Tests and Measurements	Industrial Psychology
Public Personnel Administration	Collective Bargaining
Occupational Counseling	Social Insurance

Professional training is given at the graduate level. A strong and well-balanced curriculum is offered candidates for the degree of Doctor of Philosophy in Economics who wish to specialize in the field of labor economics.

A more detailed description of courses, instructors, and suggested sequences of study is contained in Industrial Relations and Personnel Administration Curriculum handbooks just prepared by the Institute.

EDUCATING THE COMMUNITY

The Institute clearly recognizes an obligation to carry a program of community education to those who engage directly or indirectly in labor-management relationships in the state. To meet this obligation, the Institute sponsors two types of educational activity: extension courses for those who wish organized, intensive instruction on specific aspects of industrial relations; and occasional conferences for those whose interest and available time demand a less formal schedule.

Extension Courses

These courses are designed to meet the special requirements of labor and industry representatives (shop stewards, union officials company representatives, etc.), as well as the general public. Qualified instructors selected from the University staff and from leaders in the field teach a wide variety of courses such as Wage Administration, Labor Economics, Personnel Administration, and Time and Motion Study Technique. Among the timely courses just organized are Labor Disputes Settlement, and Labor Statistics, at Berkeley; and Grievances and Grievance Handling, and Industrial Relations, at Los Angeles.

Conferences

The Institute sponsors occasional conferences arranged around a vital issue or a recognized authority in the field and directed toward a selected group of community leaders. In addition, special two- or three-day institutes are arranged from time to time as the need arises. These activities are designed particularly for those persons whose limited time prevents attendance at regular courses over a longer period. Representatives of both labor and management are invited to attend.

GRADUATE ASSISTANTSHIPS

In order to provide specific research training for promising graduate students, the Institute offers a number of graduate research assistantships each year. Nine assistantships have been announced for the academic year 1946-1947, and it is expected that this number will be increased to twelve the following year. Assistantships carry a stipend of \$900 per year for part-time research for the Institute while students are studying for the doctoral degree. Awards are made on the basis of high academic records and demonstrated interest and ability in the field of industrial relations or closely allied subjects.

INFORMATION

Additional information concerning the program, plans, and activities of the Institute may be obtained by writing to the Director or Secretary of the Institute of Industrial Relations, or by calling at the Institute offices. Offices are located at 214 California Hall, University of California, Berkeley 4; and at 101 Library Building, University of California, Los Angeles 24.

FACULTY ADVISORY COMMITTEE

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HARRY R. WELLMAN, Director, Giannini Foundation (Chairman)
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WATSON DICKERMAN, Assistant Director, University Extension
EDWIN E. GHISELLI, Associate Professor, Psychology
E. T. GREETHER, Dean, School of Business Administration
CHARLES A. GULICK, JR., Professor, Economics
GERALD E. MARSH, Assistant Dean, College of Letters and Science
PAUL S. TAYLOR, Professor, Economics

Southern Division:

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ROY M. DORCUS, Professor, Psychology
WAYNE L. McNAUGHTON, Assistant Professor, Management and Industry
GEORGE W. ROBBINS, Assistant Professor, Marketing, and Head, Business Administration, University Extension
GORDON S. WATKINS, Professor, Economics

COORDINATING COMMITTEE

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MALCOLM M. DAVISSON, Chairman, Department of Economics, Berkeley
PAUL A. DODD, Director, Institute of Industrial Relations, Los Angeles
E. T. GREETHER, Dean, School of Business Administration, Berkeley
CLARK KERR, Director, Institute of Industrial Relations, Berkeley
HOWARD S. NOBLE, Dean, College of Business Administration, Los Angeles
MARVEL M. STOCKWELL, Chairman, Department of Economics, Los Angeles

INSTITUTE STAFF

Northern Division:

CLARK KERR, Director

Associate Professor of Industrial Relations, School of Business Administration, Berkeley; Chairman, Meat-Packing Commission, United States Department of Labor; National Umpire, Armour and Co., and the United Packing House Workers of America; Public Member, Tenth Regional Wage Stabilization Board; former Vice-Chairman, Twelfth Regional War Labor Board; former Associate Professor, College of Economics and Business, University of Washington.

LLOYD H. FISHER, Research Associate

Consulting Economist, United States Department of the Interior; former Director of Wage Stabilization, Tenth Regional War Labor Board; former Research Director, West Coast Longshoremen's and Warehousemen's Union; former Senior Economist, United States Department of Agriculture.

CURTIS C. ALLER, Research Assistant

Former Acting Director of Wage Stabilization, Territorial War Labor Board, Honolulu; former Senior Price Economist, Office of Price Administration, Seattle.

NEDRA BARTLETT, Research Assistant

Former Chief, Research and Statistics Section, Tenth Regional War Labor Board; former Assistant Statistician, War Relocation Authority; former Senior Interviewer, United States Employment Service.

MAY JAMIESON, Research Assistant

Former Research Assistant, Industrial Relations Section, California Institute of Technology; former Economist, Tenth Regional War Labor Board; former Librarian and Research Assistant, Division of Industrial Relations, Stanford University; Assistant Director, California C.I.O. Research Department.

Southern Division:

PAUL A. DODD, Director

Professor of Economics, University of California, Los Angeles.

ABBOTT KAPLAN, Head of Extension Services

Former Director for France, American Joint Distribution Committee; former Director of Adult Education, Vocational Guidance and Placement, Springfield (Mass.) Public Schools; former Visiting Professor in Community Organization, International Y. M. C. A. College (Springfield College); Ph.D., Columbia University, 1942.

ALFRED NICOLS, Research Associate

Former Assistant Professor of Finance, School of Commerce, University of Southern California; Ph.D. in Economics, Harvard University, 1945.

VIRGINIA SLOAN, Research Associate

Former Instructor of Economics, University of Texas, Austin, Texas; former Retail Price Consultant, Bureau of Labor Statistics, Dallas, Texas; former Assistant Director of Wage Stabilization, National War Labor Board, Dallas, Texas; former Associate Professor of Economics, Converse College, Spartanburg, North Carolina; former Price Economist, Office of Price Administration, Fort Worth, Texas; Ph.D. in Economics, University of Texas, 1941.

RAMONA RICHARDSON, Research Assistant

College of Business Administration, University of California, Los Angeles, 1944; M.A. in Economics, University of California, Los Angeles, 1946; Research Assistant at the University, 1946.

ISABELLA GRANT, Research Assistant

Swarthmore College; Phi Beta Kappa; former Research and Economic Analyst, Office of Strategic Services; M.A. in Economics, University of California, Los Angeles, 1946.

JOHN E. SMITH, Librarian

University of California, Los Angeles, 1939; Certificate from Graduate School of Librarianship, 1940, Berkeley; Junior Librarian, United States Department of Agriculture, Washington, 1941-1942.

NOTE: This list of the Institute Staff does not include members of the University of California faculty who teach courses in the field of industrial relations; a listing of such instructors may be found in the curriculum handbook just prepared by the Institute.