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19TH SEMINAR ON
HUMAN FACTORS
IN MANAGEMENT

From March 22 through May 22, the Institute, the College of Engineering, the Graduate School of Business Administration, and the University Extension of UCLA will present the 19th Seminar on Human Factors in Management at UCLA. Although designed primarily for thoroughly experienced managers, the sessions are extremely valuable to scientists and engineers who have recently assumed managerial responsibilities. The seminar will help to develop a better understanding of the factors which influence the decision-making process and why their influence is felt; the ways in which the organization's structure and "climate" can influence and develop the contribution of its employees, and how an individual manager can maximize the contribution of individuals toward organization goals. Dr. Verne Kallejian, Psychologist, Hollywood, Dr. Warren H. Schmidt, Lecturer in Personnel Management, Graduate School of Business Administration, UCLA, and Angus G.S. MacLeod, Administrator, Management Programs, Institute of Industrial Relations, UCLA, are in charge of the seminar. Each meeting will begin with a formal presentation or demonstration. There will be an opportunity to explore, through discussion and demonstration, methods of applying the ideas, knowledge, or skills to on-the-job problems.

Two separate sections are offered - one on eight Thursdays, March 22 through May 10, and one on eight Tuesdays, April 3 through May 22. Each session begins at 4:30 p.m. and ends at 9:00 p.m. with an intermission for dinner. Both sections are held in Room 3323 of the new Graduate School of Business Administration Building on the UCLA Campus. The fee of \$135 includes dinners and materials.

Registration is limited, so early application is recommended. Registration may be made by individuals or by companies. Any number of persons from a single company may register. Mail your applications and checks to Department K, University Extension, University of California, Los Angeles 24, giving name, title or position, company, address, city, state, and telephone, and indicating which of the two sections you wish to attend. For further information call Judy W. Sager at BR 2-6161, ext. 9458.

TO ALL ALUMNI WHO HAVEN'T YET PAID THEIR ANNUAL MEMBERSHIP FEE:

May we remind you that a month ago we asked for your annual membership fee? To date many alumni haven't yet sent in their checks, and we would appreciate it very much if you would do so at once. Please mail your check of \$5.00 (payable to the Industrial Relations Alumni Association) to Claude D. Huizing, 849 Chestnut Ave., Los Angeles 42, California.

CONFERENCE ON
THE ROLE OF THE
CHIROPRACTOR IN
NEGOTIATED HEALTH
& WELFARE PLANS

The first attempt by any impartial body to study and define the relationship of the chiropractic profession to our rapidly expanding health insurance programs was undertaken by the Institute at a conference held in the Humanities Building at UCLA on Thursday, January 25, 1962. A pre-conference survey of attitudes toward chiropractors by representatives of health insurance companies and health plan administrators was made under the direction of Ted Ellsworth and William Seay, Health Plan Consultant. A report on the survey was made by Mr. Seay and was of such interest that he was asked to repeat his talk at meetings of the California Chiropractic Association in Long Beach on February 18, and in Oakland on February 19.

Arthur Carstens, Administrator of Labor Programs at the Institute, spoke on "The Growth of Negotiated Health & Welfare Funds and the Growing Interest in Professional Standards." Speaking for the consumer of medical care were John Olivier, Claims Supervisor, Metropolitan Life Insurance Co., Miss Marguerite Silliman, Medical Social Work Consultant, Dept. of Social Welfare, State of California, and Henry C. Wadsworth, Administrator of the Motion Picture Health & Welfare Fund. The need for development of professional standards for chiropractic care was discussed by Alfred C. Meadows, Jr., D.C., Oakland, A.G. Santamauro, D.C., Los Angeles, S. Maynard Lipe, D.C., Van Nuys, and Frank Eckles, D.C., North Hollywood.

Ted Ellsworth, in summarizing the results of the conference, held that the discussion showed that there were many in the health insurance industry who wanted to further restrict the role of the chiropractor, but that there were also those who felt that elimination of the chiropractor could prove disastrous. He concluded that their future depended upon being able to raise the standards of chiropractic care and ethics and to provide a mechanism through which insurance companies could process complaints against members of their profession.

S.F. CONFERENCE ON
INVESTMENT POLICIES
OF PUBLIC EMPLOYEE
RETIREMENT FUNDS

This companion conference of our L.A. Conference on Investment Policies of Public Employee Retirement Funds in December, which was held at the Del Webb's Townhouse in San Francisco on February 6-8, was as much of a success as the L.A. Conference. Attendants were representatives of labor, management, retirement fund administrators, and other segments of the investment community. Our guests from out-of-state, who also testified at the Public Hearing of the Joint Senate-Assembly Interim Committee on February 8, were James C. Dolley, Vice-Chancellor, University of Texas, Lewis G. Kearns, Manager, Financial Planning, Wellington Company, Philadelphia, and Robert S. Driscoll, Senior Partner, Lord, Abbett & Co., New York. They gave interesting expositions of the practical experience with diversified investment budgets of large institutional investors, showing the beneficial results of greater diversification of investment funds. The contrast between these results and the ones achieved in California under the present prohibition of the purchase of common stock and real estate mortgages by public employee retirement funds, was strikingly brought to the fore, and, consequently, the participants in the conference were very much in favor of Constitutional Amendment 45 which would eliminate this prohibition.

AARON ELECTED

The alumni will be interested to learn that Prof. Benjamin Aaron, Director of the Institute of Industrial Relations, UCLA, has been elected President of the National Academy of Arbitrators for the current year. Prof. Aaron, who

received his B.A. at the University of Michigan in 1937 and his LL.B. at Harvard Law School in 1940, joined the staff of the newly established Institute of Industrial Relations at UCLA in 1946. He served as Research Associate and Acting Director and was appointed director of the Institute in September 1960. Prof. Aaron taught Labor Law and Collective Bargaining in the Department of Economics and the University Extension of UCLA and was appointed Full Professor at the School of Law, UCLA, in July 1960. The results of his research work have been published in Labor Relations and the Law, The Employment Relation and the Law, and numerous articles in professional journals. Prof. Aaron has served as an ad hoc arbitrator in over 500 cases involving almost every major industry in the U.S. He was a member of the National War Labor Board, 1942-1945, of the Wage Stabilization Board, 1951-1952, and has, at various times, been appointed to special fact-finding and arbitration boards by the President, the Secretary of Labor, and the Director of the Federal Mediation and Conciliation Service.

INSTITUTE CALENDAR

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| March 3 | - One-day seminar for Communication Workers of America, UCLA - Verne Kallejian, Arthur Carstens. |
| March 4 | - Senior Citizens Conference of the Jewish Community Center on "Economic Problems of the Aging" - Arthur Carstens. |
| March 4, Fresno; | March 11, San Francisco; March 18, Los Angeles: Seminars on "Trends and Developments in Health Insurance," California Association of Podiatrists - Ted Ellsworth |
| March 7 | - Public Lecture on "The Legacy of Thorstein Veblen," UCLA - Prof. C.A. Ayres. |
| March 14 | - Public Lecture on "The Institutional Economics of John R. Commons," UCLA - Prof. Neil W. Chamberlain. |
| March 14-May 9 | - Advanced Sensitivity Training for Alumni Sensitivity Training and Western Training Laboratory, UCLA and Lake Arrowhead. There will be 9 Wednesday meetings at UCLA and weekend of March 16-18.- Robert Tannenbaum, James F. T. Bugental, Angus MacLeod. |
| March 15 | - One-day seminar on "Collective Bargaining," Bureau of National Affairs, Statler Hilton Hotel, Los Angeles - BNA staff, Angus MacLeod. |
| March 15 | - Conference on "Collective Bargaining for Nurses," San Diego State College - Arthur Carstens. |
| March 16-March 30- | 22nd workshop on "Sensitivity Training." Following the weekend session on March 16-18 at Lake Arrowhead Center and Apple Valley Inn, San Bernardino, there will be weekly meetings at the following locations: UCLA, East Los Angeles, Orange County, Pasadena, San Diego, Santa Barbara-A. MacLeod. |
| March 21 | - Public Lecture on "The Institutional Economics of Wesley C. Mitchell," UCLA - Prof. Simon Kuznets. |
| March 22-May 22 | - 19th Seminar on "Human Factors." This seminar will be held in two sections, one on Tuesdays (April 3-May 22) and one on Thursdays (March 22-May 10) - Verne Kallejian, Angus MacLeod, Warren Schmidt. |
| March 27-March 30- | Conference on "Counseling Techniques for the California State Board of Nursing Education and Nurse Registration," - Ted Ellsworth |
| March 28 | - Public Lecture on "Institutional Elements in Contemporary Economics," UCLA - Prof. R.A. Gordon. |
| March 29, 30, 31, April 1, April 13-15: | Seminar on "Productive and Creative Thinking," Biltmore Hotel, Santa Barbara - Paul Albrecht, Donald Ehrman, Edward Glaser, Abraham Kaplan, A. MacLeod. |

- April 6-8 - Public Employees Lake Arrowhead Conference, Lake Arrowhead-Arthur Carstens.
- April 28-May 3 - Teamsters Conference on "A Leadership Institute - Labor in the 60's," Santa Barbara - Institute of Industrial Relations in cooperation with the Teamsters Joint Council 42-A. Carstens.
- May 17-18 - Conference on "The Changing Face of Department of Employment Programs," International Association of Personnel and Employment Security, L.A. Chapter, Mission Inn, Riverside.

**ANNUAL CONVENTION
OF THE AMERICAN
COLLEGE OF FOOT
SURGEONS**

Problems created for doctors in private practice because of the rapid growth of health insurance programs was the subject of a talk given by Ted Ellsworth to the American College of Foot Surgeons at its annual convention at the Dunns Hotel in Las Vegas, Nevada, on February 13. About 200 specialists in foot surgery, all members of the American Podiatry Association, attended the convention. Mr. Ellsworth discussed the many changes their practice had undergone due to the intervention of insurance companies and representatives of labor and management. He warned the delegates to the convention that persons seeking medical care in the future will rely more than ever before on their health insurance programs and that they will more and more expect these benefits to cover the greater part of their medical bills. Mr. Ellsworth concluded that medical organizations should learn how to work with representatives of the various health plans in order to be able to give proper advice and guidance to their members.

**CONFERENCE ON
COLLECTIVE
BARGAINING**

On Thursday, March 15, 200 - 300 negotiators, both union and management, as well as attorneys, government officials, labor consultants, and others concerned with collective bargaining, will attend a one-day conference on "Collective Bargaining - 1962," presented by the Bureau of National Affairs (BNA), Washington, D.C., and the Institute of Industrial Relations, UCLA. The meeting, which will be held from 9 to 5 at the Statler Hilton Hotel, will highlight brief reports and discussion of trends for 1962 by the top members of the BNA's editorial staff, headed by John D. Stewart, vice-president and executive editor of BNA. Estimates of management, union, and government strategy in 1962, pros and cons of major bargaining issues, and the economic and political climate for bargaining, are some of the subjects to be covered in this intensive one-day seminar. Although similar sessions have been held by BNA annually for several years in other areas, this is the first West Coast "briefing session" and is the only one scheduled for the West Coast in 1962.

Additional information is available from the Management Programs office at the Institute of Industrial Relations, UCLA, BR 2-6161, ext. 9458. If you wish to attend, please complete the Registration Form below and mail it to Department K, University Extension, University of California, Los Angeles 24, California.

REGISTRATION FORM

Enclosed please find check or money order (payable to The Regents of the University of California) in the amount of \$_____ to cover registrations for the Briefing Session on Collective Bargaining, March 15, at the Statler Hilton, Los Angeles. (\$30 includes registration, luncheon, and workbook of materials).

Name _____
 Position _____ Company _____
 Address _____
 City _____ Zone _____ State _____ Telephone _____
