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INSTITUTE OF INDUSTRIAL RELATIONS (L.A.)

<p>ALUMNI ASSOCIATION</p> <p>NEWSLETTER</p>

April 27, 1962	Vol. 1, No. 8
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<p>CERTIFICATE AWARD DINNER</p>

Our Spring Certificate Award Dinner, which will be held in combination with our regular monthly Alumni Dinner, has been scheduled for Thursday, May 17, in the Green Room of the Roger Young Auditorium, 936 West Washington Blvd., Los Angeles. Frederick K. Meyers, Professor of Business Administration and Associate Director of the Institute, will present the Certificates to the new graduates who have completed the requirements for the Certificate in Industrial Relations. Featured speaker will be Paul Sultan, Professor of Economics, Claremont Graduate School. Prof. Sultan received his B.A. at the University of British Columbia and his Ph.D. at Cornell University. He is author of Labor Economics, Right-to-Work Laws, A Study in Conflict, and other publications in labor economics, and has taught at the University of Buffalo, the University of Southern California, and the Salzburg Seminar on American Studies in Austria. Professor Sultan will speak on "The New Look in Collective Bargaining," about the new challenges to unionism emerging in the law and on the role of government in tripartite bargaining. In view of the recent developments in these areas, this topic, presented by an expert in the field of labor economics, should be of greatest interest to the new graduates as well as the alumni and friends of the Alumni Association.

Cocktail hour will be at 6:30 p.m., dinner at 7:30 p.m. Cost of the dinner, including tax and tip, will be \$4.00. Since reservations are required, we should receive your letter (addressed to the IIR Graduation Program, Institute of Industrial Relations, University of California, Los Angeles 24, California) no later than May 14, giving your name, address, and the number of reservations required, and including your check or money order (payable to the IIR Graduation Program).

The new graduates who will receive their Certificates on May 17 are:

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| (Mrs.) Barbara R. Brooks | Walter D. Kreutzen | Melvin B. Ross |
| Gene Earle Burton | Ivan Phil Laird | Calvin H. Simons |
| Richard R. Coscia | Harold Martin | SM/SGT Lamor Smith |
| Ivan M. Forbes | Charles B. Mayfield | William W. Wallace |
| Darwin S. Hatch | James D. Nevin | Paul A. Westefer |
| Howard G. Husted | Arthur M. Piculell | Andrew Bell Williams, Jr. |
| Peter J. Joosten | William Hersch Pomeranz | |

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SEMINAR ON
PRODUCTIVE
AND CREATIVE
THINKING

The Management Programs office of the Institute, in cooperation with the Graduate School of Business Administration, the College of Engineering, and University Extension, UCLA, has just completed a seminar for executives on "Productive and Creative Thinking." For executives concerned with effective decision-making, this program offered a unique opportunity to increase their understanding of the nature of creativity and to measure and strengthen their individual ability in thinking.

Twenty-four executives participated in the seminar which was conducted at the Santa Barbara Biltmore Hotel over two weekends, between March 29 and April 15. The program consisted of tests in analytical and creative thinking, lecture-discussion periods, and the analysis of selected case-problems. A new and unique feature of this program was individual tutoring. Each participant met privately with a staff member to discuss the results of his tests and to analyze jointly the individual's contribution to group discussions. The staff of highly skilled discussion leaders included Paul A. Albrecht, Ph.D., Associate Professor of Psychology, Claremont Men's College, Donald Ehrman, Ph.D., Clinical Psychologist, Palo Alto, Edward M. Glaser, Ph.D., Consulting Psychologist, Pasadena, and Abraham Kaplan, Ph.D., Professor of Philosophy, UCLA.

METHODS OF
COMMUNICATION
AND COUNSELING

Last month, the Fifteenth Annual Educational Institute, presented by the California Board of Nursing Education and Nurse Registration, was held at the Asilomar Conference Grounds. 175 nurses who work in the areas of administration and education attended the 3½-day institute, from March 27-30. Speakers were Charles K. Ferguson, Ed.D., UCLA, Helen W. Shrader, Ph.D., Stanford University, and Verne E. Kallejian, Ph.D., Psychologist in private practice, Los Angeles. The program was coordinated by Verne Kallejian, former Director of Education for the American Hospital Association, whose knowledge of the nursing environment were a tremendous asset to the program.

The conference dealt with problems of leadership and problems of communication in general and those arising specifically in the field of nursing education and nurse administration. Ways of understanding the problems and methods to solve them were analyzed and discussed. The lectures, group sessions, and a mock meeting of the Board of Nursing Education and Nurse Registration, were held in an informal atmosphere which facilitated communication among the nurses themselves. In one session, volunteer groups acted out some of the incidents arising in the nurses' everyday work. This gave the participants and viewers a chance to see the incidents as well as the sometimes misunderstood and unrecognized personal emotions and biases which create problems of communication. - In short, this conference called attention to the fact that a basic understanding of the thoughts and feelings of the person you communicate with is essential to an effective application of the skills and techniques of communication.

MARCH ALUMNI
DINNER -
PROCESSES OF
COMMUNICATION

Alumni present at the Alumni Dinner at the Chapman Park Hotel on Thursday, March 22, were treated to an outstanding address by Dr. James F.T. Bugental, Director of Psychological Service Associates in West Los Angeles. Drawing from his vast experience in training supervisory personnel, Dr. Bugental spoke on "Processes of Communication," on the need to communicate, and on the ways in which communication can be facilitated or hampered through the

techniques of the interviewer.

In response to requests from the alumni present at the meeting we have obtained a folder on a program in "Processes of Communication" of the Psychological Service Associates and are sending it along with our Newsletter.

INSTITUTE CALENDAR

- April 3-May 22 - 19th Seminar on "Human Factors" - Verne Kallejian, Angus MacLeod, Warren Schmidt.
- May 6-10 - 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 - Arthur Carstens.
- May 17 - Spring Certificate Award Dinner, Roger Young Auditorium, Los Angeles - Prof. Paul Sultan.
- 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 - Don Du Bois.
- June 15-17 - Conference on "Collective Representation of Public Employees," Lake Arrowhead - Arthur Carstens, Irving Bernstein.
- June 30-August 3 - Teachers' Institute: "Great Issues in Education," and "Collective Bargaining Rights of Teachers," Institute of Industrial Relations in cooperation with the Department of Education, University Extension, UCLA, Sproul Hall, UCLA - Arthur Carstens, Faith Smither.
- August 5-10 - Machinist Leadership School, Sproul Hall, UCLA - Arthur Carstens, Leonard Freedman.

JOB OPENINGS

Junior Administrative Assistant

The Civil Service Department of the City of Los Angeles is looking for a Junior Administrative Assistant. Salary would be between \$489 and \$515 a month. If interested, contact the Civil Service Department of the City of Los Angeles.

Personnel Analyst I and Personnel Analyst Aid

The Civil Service Department of the County of Los Angeles has openings for a Personnel Analyst I (salary would be between \$608 and \$715 per month) and a Personnel Analyst Aid (salary would be between \$489 and \$608 per month). If interested, contact the Civil Service Department of the County of Los Angeles.

Industrial or Management Engineer

Manufacturer of bedding and related items is looking for an Industrial or Management Engineer to be assistant in supervision of the entire plant,

do production planning and control, and analyze costs and methods. Must do time studies. Salary would be \$585. Fringe benefits and good future. For application, contact Mr. Brainen, Rose-Derry Co., LUdlow 1-7195.

POSITIONS WANTED

Administrator of Employee Benefits or Trust Funds

Administrator with varied experience in policy formulation and implementation, personnel planning, administration, supervision and training, wage and salary administration, systems and procedures, purchasing operations, and benefit programs is looking for a position as Administrator of Employee Benefits or Trust Funds. He has worked with the Systems Development Corporation, Santa Monica, and with the Hughes Aircraft Company, Culver City. His formal education is in business administration and industrial relations. While with the Systems Development Corporation, he was engaged in a study of the fringe benefit programs of the Corporation, including an analysis of its insurance coverages.

For further information, call BR 2-6161, ext. 425.

Employee Benefit Supervisor

Young woman, single, desires to make a change in employment. Four years experience as supervisor of employee records for company of 5000, and three years experience with present employer as employment supervisor, interviewing and hiring office personnel, and currently as employee benefit supervisor, with major portion of work involving group insurance administration. Degree in psychology from City College and Certificate in Industrial Relations, UCLA.

For further information, call BR 2-6161, ext. 425.

IN MEMORY OF IRVING R. WESCHLER

"When you part from your friend, you grieve not;
For that which you love most in him may be
clearer in his absence, as the mountain
to the climber is clearer from the plain."

Kahlil Gibran.

The Institute has suffered a great loss. On April 22, Irving R. Weschler, Associate Professor of Personnel Management and Associate Research Psychologist of the Institute, was killed in an auto crash while on his way to Warner's Hot Springs to conduct a workshop in Sensitivity Training.

Irving R. Weschler came to the United States from his native Vienna in 1938, served in the US Army in World War II, received his Ph.D. in psychology at UCLA and joined the UCLA faculty and the Institute in 1949. He was an outstanding researcher in the field of human relations, author of Leadership in Organization, a Behavioral Science Approach and of various articles in professional journals, and one of the originators of the Institute's program of Sensitivity Training. In 1960, he received a Fulbright grant to lecture at the University of Toulouse, France, and in the same year was awarded a medal for his achievements in research by the University of Brussels, Belgium.

For us in the Institute and for all those of you who have known him, Irv was more than a dedicated scholar. He was a fine human being. Warren H. Schmidt, Lecturer in Business Administration at UCLA and a close friend of Irv, has put our feelings into words:

"How can we summarize the significance of a life like this?...

We may speak of a man who cared deeply -

One who cared about people - devoting his life to
understanding them ... and helping them to
understand themselves more fully.

He believed that the well-springs of human creativity
lie close to the feelings of man - and so sought
to hear and articulate the language of feeling.

He understood that openness and integrity are keys to
meaningful relations among men - and dared to be
himself even when the risk of frankness was great.

We may tell of a responsible scholar -

One who knew how to combine the excitement of discovery
with the disciplines of investigation.

He believed passionately in his chosen field of human
relations - but insisted that its claims be
examined rigorously with the impersonal methods
of science.

He could specialize - but also cultivate broad interests
in music, art and the vast expanses of literature.

We may describe a vital teacher -

One who taught groups - but emphasized the individual.

He fought for freedom of individual expression, opposing any pressure and any structure that would drive honest feelings and unique ideas underground.

He focussed on experience rather than abstraction - believing that when men look steadily at behavior and feelings they come closest to reality and meaning.

How shall we summarize a life like this? ...

It came to a close - perhaps significantly - on the eve of two festivals rich in tradition and meaning the one commemorating a night of liberation; the other, a morning of hope.

Here was one who sought to increase the personal freedom and creative hope of those whose lives he touched . . . and whose deepest wish was that he might be

'A beacon for some.'''