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1953 1954

*Graduate Study in*  
**LABOR AND INDUSTRIAL RELATIONS**



University of Illinois BULLETIN



This bulletin is designed . . . to answer the questions of prospective graduate students about the Institute of Labor and Industrial Relations and to outline briefly the opportunities the Institute offers them for study, research, and extension work in labor relations.

For additional information, write to  
University of Illinois  
Institute of Labor and Industrial Relations  
704 South Sixth Street  
Champaign, Illinois

UNIVERSITY OF ILLINOIS BULLETIN

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GRADUATE STUDY IN LABOR AND INDUSTRIAL RELATIONS

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ILIR Research Committee outlines a project.



## **A MODERN FRONTIER**

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Labor and industrial relations is a new and challenging field. Its importance increases as our society becomes more complex. Its problems are crucial. A growing economy and a vital democracy are possible only as we develop sound industrial relations.

Increasingly, management, labor, and society as a whole recognize the value of education and training in this field. Gradually, employment opportunities develop as the need for professional competence is recognized.

### **EDUCATION FOR A CAREER**

In 1946 the University of Illinois established the Institute of Labor and Industrial Relations to meet the educational and training needs in this field.

For the student, the Institute offers a graduate study program combining academic study and practical experience. The Institute also conducts research in labor and industrial relations and provides extension services to labor, management, and public groups throughout the state.

The Institute graduate study program leads to the degree of Master of Arts in Labor and Industrial Relations. This program is offered by the Institute through the Graduate College of the University. The program requires a minimum of one year, but many students have found that three semesters are required to complete the entire program leading to the degree. It is designed for students who wish to work directly in labor and industrial relations.

Institute courses are also open to students working for A.M., M.S., or Ph.D. degrees in other departments of the University.

## **JOB OPPORTUNITIES**

Institute graduates are now working in many phases of labor and industrial relations. They have entered staff positions with government, labor unions, colleges and universities, private research agencies, and business and industrial concerns.

State and federal government agencies hiring men with training in labor-management relations include the Social Security Administration, National Labor Relations Board, Mediation and Conciliation Service, Department of Labor, Wage Stabilization Board, Bureau of Labor Statistics, and state employment services.

Labor unions need personnel trained in labor relations to fill positions as their organizers, business agents, industrial engineers, and regional representatives. Teaching and research in labor relations in colleges and universities mean careers for Institute graduates; and labor publications, both union and business-owned, point to still further opportunities.

Business firms have hired Institute graduates for work in their personnel, labor relations, industrial relations, research, and industrial engineering departments.

The Institute has a placement officer who notifies students of job opportunities. This is in addition to the regular University Placement Service. Getting a job, however, is primarily a task of individual initiative and contact.

## **GRADUATE PROGRAM**

The Institute's resident instruction program is based on the student's need for an understanding of the social and economic factors shaping our industrial society, as well as some degree of specialization, and practical experience in the field.

Institute courses are developed in economics, engineering, law, political science, psychology, sociology, administration, and business management — as they apply to labor and industrial relations. A period of practical work experience is part of the curriculum.

Students add to their practical knowledge in several ways: by taking part in the research and extension programs of the Institute, by making field trips to industrial plants, and by attending lectures by business, industrial, and union leaders.

## **PREREQUISITES**

Students who wish to study at the Institute of Labor and Industrial Relations must meet the general entrance requirements of the Graduate College plus those of the Institute.

Admission to the Graduate College is granted to graduates of institutions whose requirements for the bachelor's degree are substantially equivalent to those of the University of Illinois, provided the applicant's undergraduate grade-point average for the last half of his undergraduate work, excluding physical education and military training, is at least 3.5 (half-way between C and B in the grading system where A corresponds to 5.0).

The Institute, in addition, requires:

A minimum of 21 hours in the social sciences, including at least six hours in economics and three in statistics. A course in labor economics or labor problems must be included in the six hours of economics. Besides economics, the social sciences include history, philosophy, political science, psychology, and sociology. It is recommended that students take at least three hours credit in each of these subjects.

Students who meet the general Graduate College and Institute requirements, but not the special course prerequisites of the Institute may register for graduate work, but must remove any deficiency during the first year of residence by taking the prescribed courses without graduate credit, unless they are exempted for reasons satisfactory to their adviser. Further details of admission and degree requirements will be found in the Graduate College Announcement, which is available at the office of the Graduate College, 109 Administration Building (East), Urbana, Illinois.

## **DEGREE REQUIREMENTS**

A candidate for the degree of Master of Arts in Labor and Industrial Relations must fulfill the general requirements of the Graduate College and must complete eight units of graduate work including:

(1) One unit in the Research Seminar in Labor and Industrial Relations, designated L.I.R. 493 (see course descriptions, page 10).

(2) Five units to be selected from appropriate courses in specialized areas of study.

(3) Two units devoted to the writing of a thesis on a subject approved by the director of the Institute. (The requirement of a

thesis will be waived only under the conditions stated in the Graduate College Announcement.)

In addition, the candidate must complete the work experience requirement and pass satisfactorily a general examination in labor and industrial relations.

#### THE FACULTY

The teaching faculty of the Institute includes specialists in this field from other departments at the University as well as full-time Institute staff members. Most of the latter have had practical experience in labor, management, or government employment. They have academic backgrounds in a number of disciplines: the social sciences, engineering, law, and others.

#### COURSES

The University of Illinois offers a wide range of graduate courses which relate to the study of labor and industrial relations. The following list, while it does not include all courses which may be taken for credit toward the A.M. in Labor and Industrial Relations, suggests most of the avenues of study available to the student:\*

\*Courses that admit advanced undergraduates as well as graduates (the 300 series in the undergraduate listing) may also be taken for some graduate credit. Complete descriptions of prerequisite courses may be found in the University's Graduate College Announcement and Undergraduate Study Bulletin.

Ross Stagner explains the psychogenics of industrial conflict.



## **COURSES FOR GRADUATES**

### **Business Organization and Operation (Management)**

- 401 and 402. **Scientific Management.** (1 unit each). A study of the development of modern industrial management and the principles and practices employed at the present time.

### **Economics**

410. **Comparative Economic Systems.** (1). The economics of capitalism, socialism, communism, and fascism.
488. **Government Regulation of Economic Activity.** (1). A critical economic appraisal of the objectives and results of government policy and practice in controlling economic activity.

### **Labor and Industrial Relations**

- 347 (Law). **Labor Law.** (1). The law of industrial relations with special emphasis on recent cases and legislation; collective bargaining and labor contracts; wages and hours legislation; unemployment compensation.
- 418 (Sociology). **Research Seminar in Human Relations in Industry.** (1). Individual research in sociological interpretation of industrial organization; the orientation and motivation of the individual in industry and commerce; labor-management relations as group adjustments; the interrelations of industry and the community. Prerequisite: Six hours of sociology, including Sociology 318 (Human Relations in Industry), or consent of instructor.
- 420 (Political Science). **Formation of Public Policy.** (1). An examination of the institutional and dynamic forces that shape the making of policy and its administration in the United States: separation of powers, pressure groups, administrative and legal procedures, judicial activity.
- 437 (Psychology). **Psychogenics of Industrial Conflict.** (1). Field research and analysis of current studies relative to the psychological origins of industrial conflict. Prerequisite: Six units of graduate credit in psychology, including Psychology 357 (Psychology of Industrial Conflict), or consent of instructor.
- 440 and 441 (Economics). **Labor Economics.** (1 unit each). A critical economic analysis of contemporary English and American wage theory, employment and unemployment, and collective bargaining, with emphasis upon public policy. Prerequisite: Six hours of economics.
- 442 (Economics). **Problems and Practices in Collective Bargaining.** (1). Seminar in the methods and techniques of collective bargaining in the negotiation of labor agreements; union, management, and public interests in major contract provisions. Prerequisite: Consent of instructor.
- 443 (Economics). **Problems and Practices of Labor Dispute Settlement.** (1). Seminar in the techniques of labor contract administration; comparative study of grievance procedure operation; analysis of conciliation, fact-finding, and arbitration procedures, including case studies of arbitration awards. Prerequisite: Consent of instructor.

- 444 (Economics). **Wage Stabilization Problems and Policies.** Seminar in the significance of wage controls in an anti-inflation program; the formulation of wage-control policies; specific problems in wage control; Wage Stabilization Board regulations and their interpretation; and the effect of wage stabilization on collective bargaining and the wage structure. Prerequisite: Consent of instructor.
- 446 (Economics). **Trade Unions and the Economy.** The economic significance of trade unionism: the role of unions as economic policy-making institutions; basic economic criteria in union-management negotiations; union policies and changing technology; unions and social security issues; effect of trade union policies and practices on the functioning of a competitive system. Prerequisite: Six hours of economics.
- 447 (Economics). **Labor Union Organization and Administration.** (1). Analysis of the structure and government of the modern American trade union movement with particular reference to the relation between organization and function. Problems relating to the function and execution of economic policies, the maintenance of unity and discipline, the adjustment of jurisdictional conflicts, and the observance of agreements will be examined and appraised. Prerequisite: Major in social sciences or consent of instructor.
- 448 (Management). **Problems of Personnel Administration.** (1). An examination of the organization and administration of the personnel function in management. The course will deal with the relations of personnel administration to operating departments, and the scope of business and industrial personnel services. Analytical appraisal of policies and practices in selected areas of personnel administration such as selection and training will be carried out through case studies and direct industrial contacts. Prerequisite: Economics 248 (Personnel Administration) or equivalent; consent of instructor.
- 449 (Management). **Problems of Personnel Management.** (1). A seminar and laboratory course dealing with the problems and practices encountered by personnel managers subsequent to the employment process. Students will do field work in businesses and industries in the area on such topics as incentives, rating, employee services, and community relations. Prerequisite: Economics 240 (Labor Problems), Economics 248 (Personnel Administration), and Management 301 (Management in Manufacturing); or Labor and Industrial Relations 448.
- 491 and 492. **Thesis Seminar in Labor and Industrial Relations.** ( $\frac{1}{2}$  to 2 units each).
493. **Research Seminar in Labor and Industrial Relations.** (1). Systematic analysis of theories and procedures of the various social and physical sciences bearing upon research in labor and industrial relations. Primary emphasis will be upon the process of integrating the approaches and techniques of all the social sciences with respect to the study of problems in labor and industrial relations as met in practice in management, the union, and government service, as well as in teaching and research in the field. Prerequisite: Major in social sciences or consent of instructor.

494. **Labor Relations in Modern Society.** (1). An integrated analysis and summary of the principles of labor relations uniting the contributions of economics, law, political science, psychology, and sociology. Prerequisite: Consent of instructor.

### **Mechanical Engineering**

358. **Problems in Industrial Safety.** ( $\frac{1}{2}$  to  $\frac{3}{4}$ ). Emphasizes problems in design, production layout, codes, guarding, chemical and electrical hazards, industrial hygiene, cost vs. safety, fire prevention, and application of fire codes. Prerequisite: Mechanical Engineering 235 (Industrial Safety).
453. **Methods and Measurements of Industrial Work.** (1). Advanced theoretical analysis of factors affecting determination of economical methods, method standards, and time standards for industrial operations. Special investigations and a term paper. Prerequisite: Undergraduate course in motion and time study and production control.
454. **Production Engineering.** (1). Advanced consideration of production engineering principles as related to cost analysis and reduction, control of flow of work in manufacture, evaluation of performance against standard, and compensation. Special investigations. Prerequisite: Mechanical Engineering 453.
458. **Laboratory Investigations in Production.** ( $\frac{1}{2}$  to  $1\frac{1}{2}$ ). Special investigations in field of production, particularly in materials, processing, and production engineering.

### **Political Science**

421. **Government and the Economic Order.** (1). Seminar in problems of government regulation of economic activity. This course is concerned with research materials, research papers, and related matters.
465. **Problems in Administrative Management.** (1). An analysis of methods of applying administrative principles and procedures to operating problems in government agencies. Case studies will be made of such problems as methods of administrative coordination and control, intergovernmental cooperation, the role of nongovernmental organizations in executing administrative programs, the organization of regulatory functions, and review of administrative decisions. Prerequisite: Political Science 361 (Introduction to Public Administration) or Political Science 364 (National Administration), or consent of instructor.

### **Psychology**

431. **Personnel Psychology in Business and Industry.** (1). The application of psychological principles and procedures to personnel methods in industry and business. Prerequisite: Fifteen hours of psychology, including Psychology 135 (Statistical Methods in Psychology) and Psychology 290 (Introduction to Psychological Tests and Measurements), or equivalent.

466. **Test Construction.** (1). A systematic development and critical consideration of the theories, methods, and techniques in test construction. Prerequisite: Six units of graduate credit in psychology, including Psychology 406 (Quantitative Methods I) and Psychology 407 (Quantitative Methods II), or equivalent.

## **Sociology**

444. **Seminar in Public Opinion.** (1).

## **COURSES FOR GRADUATES AND ADVANCED UNDERGRADUATES**

### **Labor and Industrial Relations**

312. (Management). **Problems of Administration and Organization.** ( $\frac{1}{2}$ ). Problems of the individual and groups brought about by modern industrial organizations and techniques. Motivation for work and cooperation between executives and different economic and social groups. Prerequisite: Management 101 (Industrial Organization and Management) or equivalent.
- 318 (Sociology). **Human Relations in Industry.** ( $\frac{1}{2}$ ). Sociology of industry and problems of personal adjustment. The emergence of modern industrial and labor organizations and their impact upon community life. Prerequisite: Psychology 100 (Introduction to Psychology), Sociology 100 (Principles of Sociology), or consent of instructor.
- 342 (Economics). **Economics of Social Security.** ( $\frac{1}{2}$  to 1). A critical analysis of the economic issues and problems involved in our legislative efforts to reduce the economic risks of unemployment, old-age dependency, and industrial injury. Prerequisite: Economics 102 and 103 (Principles of Economics) or Economics 108 (Elements of Economics).
- 344 (Economics). **The Law and Labor.** ( $\frac{1}{2}$  to 1). An economic analysis of the problems and issues arising out of the legislative and judicial efforts to define the rights, duties, and responsibilities of labor organizations and management in the field of industrial relations. Prerequisite: Economics 102 and 103 (Principles of Economics) or Economics 108 (Elements of Economics); Economics 240 (Labor Problems).
- 346 (Economics). **Foreign Labor Movements.** ( $\frac{1}{2}$  to 1). Analysis of the history, organization, economic policies, political programs, and domestic, international, and contemporary influence of the labor movements of Great Britain, Sweden, Germany, France, Latin America, and Russia. Prerequisite: Economics 240 (Labor Problems).
- 365 (Political Science). **Theory and Administration of Federal Labor Law.** ( $\frac{1}{2}$  to 1). Role of administration in the effectuation of public policy; organization and procedures of major federal labor agencies; types of policies formulated by federal labor agencies; experience of bureaus of Depart-

ment of Labor, National Labor Relations Board, United States Employment Service, National Mediation Board, War Labor Board, and others. Prerequisite: Political Science 150 (American Government: Organization and Powers).

368 (Political Science). **Public Personnel Administration.** ( $\frac{1}{2}$  to 1). An analysis of personnel management in government. Such questions as recruitment and selection, job and salary classification, work standards training, and the role of labor and professional organizations in the public service will be considered in the light of current theory and practice. Prerequisite: Political Science 361 (Introduction to Public Administration) or consent of instructor.

376 (Economics). **Statistics of Labor.** ( $\frac{1}{2}$  to 1). A study of the methods and problems involved in the derivation of "labor statistics" from both the theoretical and practical points of view. The statistical aspects of the measurement, analysis, and interpretation of data on wages, employment, labor force, and productivity are stressed. Prerequisite: Economics 170 (Elements of Statistics) or equivalent.

#### **WORK EXPERIENCE**

To qualify for the master's degree offered by the Institute, the student is required to work for a minimum of three months as a production worker. And, the student must show — through oral and written examinations — that he has learned some of the practical problems involved in employer-employee relationships and the effect of various solutions of these problems on the employee, the employer, the industry, and the community outside the plant.

In exceptional cases previous work experience may be submitted. Students wishing to do so should request work-experience forms and further instructions from the Institute at an early date. If acceptable, the student may take the examinations on this subject during the first semester of graduate study.

In most cases, however, it is advisable for the student to have one semester of graduate study at the University before getting his work experience.

#### **INSTITUTE LIBRARY**

Many books, pamphlets, periodicals, and other materials for research in labor and industrial relations are collected in the Institute Library. Special attention has been given to journals and proceedings of national labor unions, reports of federal and state labor agencies, and publications of universities, foundations, and research agencies in the

field of labor and industrial relations. These materials are arranged conveniently for the student's use.

Additional source materials — more than 20,000 catalogued items on labor and industrial relations — are found in the University of Illinois Library. A survey of these materials has been prepared by the Institute Library to assist students in their study and research.

#### **LECTURES AND FIELD TRIPS**

Labor leaders, businessmen and industrialists, and government officials are invited to the campus by the Institute. They participate in classes, meet with students in informal sessions, lecture to University audiences, and take part in other Institute activities.

Students are encouraged to get a first-hand look at labor and management groups in action by visiting industrial plants and by attending meetings of labor and employer organizations.

#### **STUDENT ACTIVITIES**

An organization open to candidates for the A.M. in Labor and Industrial Relations has been organized by the students. The group, known as the Labor and Industrial Relations Association (LIRA), meets monthly and promotes social and educational activities.

LIRA, student group, holds a meeting.





Phillips L. Garman opens an extension program.

## OTHER INSTITUTE PROGRAMS

### RESEARCH

The state of Illinois, which ranks high in the nation in industrial output, offers many opportunities for research in labor and industrial relations.

Among the research reports on projects which the Institute has completed in recent years are "Legislation by Collective Bargaining," "Channels of Employment: Influences on the Operations of Public Employment Offices and Other Hiring Channels in Local Job Markets," and "Union Decision-Making in Collective Bargaining."

Currently, several other major research projects are under way. They deal with (1) the determinants of labor-management relations, (2) wage determination and the economic and social consequences of general wage changes, (3) formation of public policy in the labor relations field, (4) the internal functioning of labor unions, (5) problems of emergency dispute settlement, (6) problems of tight labor markets, and (7) the history of the labor movement in Illinois.

The research staff of the Institute includes the teaching faculty, a group of research associates and assistants, and graduate assistants.



ILIR Director Robben W. Fleming and Ruth Alice Hudson chat with Nathan Feinsinger, guest speaker (center).

### **EXTENSION**

The resources of the University in the field of labor and industrial relations are available to the people of Illinois through the extension services of the Institute and the Division of University Extension. Civic, labor, and management groups attend conferences, institutes, short courses, evening classes, and other educational projects on the University campus and in communities throughout the state.

### **ASSISTANTSHIPS AND FELLOWSHIPS**

The Institute offers graduate assistantships to high-ranking graduate students and to new students whose undergraduate records and work experience are superior. These awards pay \$1,300 (plus tuition) for the academic year. The work requirement is twenty hours a week. Institute research projects, information service, and extension programs provide valuable practical experience to supplement classroom instruction.

### **GRADUATE COLLEGE AWARDS**

Institute students may apply for Graduate College Fellowships. First-year graduate students may be granted tuition-free stipends of \$900. Second-year stipends are \$1,000; third-year stipends are \$1,100. No work requirements are attached to these awards.

Candidates for these fellowships must be outstanding graduates

of the University of Illinois or of colleges or universities having equivalent requirements for bachelor's degrees.

Information concerning the particular fellowships available and terms of appointment for each are to be found in the Graduate College Announcement.

## **ADMISSION AND FEES**

Residents of Illinois, except those holding fellowships or assistantships, pay a tuition fee of \$40 each semester. Nonresidents of Illinois, except those holding fellowships or assistantships, pay a tuition fee of \$150 each semester. Those registered for two units of credit or less per semester pay \$12 per unit if residents of Illinois or \$40 per unit if nonresidents. For additional information about fees and expenses see the Graduate College Announcement.

Application forms may be obtained by writing directly to:

Graduate College, University of Illinois, Urbana, Illinois  
or to

Institute of Labor and Industrial Relations  
704 South Sixth Street, Champaign, Illinois

## **FOR THE UNDERGRADUATE**

The undergraduate student who expects to enroll for graduate study at the Institute should take advanced courses in economics, industrial engineering, political science, industrial management, psychology, and sociology. The undergraduate's program should also include such tool courses as statistics, accounting, and public speaking.

At the University of Illinois, new courses have been developed in this field for undergraduates. Students at the University should consult their departmental advisers and members of the Institute staff in regard to courses which will provide the necessary background for graduate study at the Institute.

Undergraduate students at other colleges and universities who wish to enroll in the Institute may be guided by the accompanying list of undergraduate courses offered at the University of Illinois:\*

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\* Course numbers are shown in parentheses. Generally, those courses numbered 100-199 are for freshmen and sophomores; those numbered 200-299 are for advanced undergraduates (juniors and seniors); and those numbered 300-399 for advanced undergraduates and graduates.

## **Business Organization and Operation**

- Industrial Organization and Management (Mgmt. 101)
- Work Simplification and Time Study (Mgmt. 221)
- Management in Manufacturing (Mgmt. 301)
- Administrative Policies and Organization (Mgmt. 311)
- Problems of Administration and Organization (Mgmt. 312)

## **Economics**

- Comparative Economic Systems (210)
- Labor Problems (240)
- Economics of Trade Unionism (246)
- Personnel Administration (248)
- Government Regulation of Economic Activity (288)
- Economics of Welfare (312)
- Economics of Social Security (342)
- The Labor Market (343)
- The Law and Labor (344)
- Foreign Labor Movements (346)
- Statistics of Labor (376)

## **Education**

- Problems of Industrial Education (383)

## **Engineering**

- Labor Relations (Eng. 230)
- Industrial Development and Supervision (Eng. 239)
- Motion and Time Study (M.E. 232)
- Industrial Safety (M.E. 235)
- Industrial Plant Design (M.E. 283)

## **Journalism**

- Public Relations (309)

## **Political Science**

- Government and the Economic Order (321)
- The Constitution and Industrial Legislation (354)
- Administrative Law in the United States (356)

Introduction to Public Administration (361)  
National Administration (364)  
Theory and Administration of Federal Labor Law (365)  
Public Personnel Administration (368)

### **Psychology**

Industrial Psychology (145)  
Social Psychology (255)  
Introduction to Psychological Tests and Measurements (290)  
Psychology of Industrial Conflict (357)

### **Sociology**

Social Control (140)  
Human Relations in Industry (318)  
Public Opinion (344)

## **INSTITUTE ADVISORY GROUPS**

Under the resolution of the Board of Trustees establishing the Institute, an Advisory Committee of fifteen members, composed of representatives of labor, management, and the public, is named by the President of the University. The Board also provided for a Faculty Council to be appointed by the President. Its members are selected from the various colleges, schools, and departments of the University. Both groups meet from time to time and are consulted on Institute policies and programs.

### **ADVISORY COMMITTEE**

ESKIL I. BJORK, President, The Peoples Gas, Light, and Coke Company, Chicago  
CLINTON BUSH, State Legislative Chairman, Brotherhood of Locomotive Firemen and Enginemen, Chicago  
JOHN E. CASSIDY, Attorney, Cassidy, Sloan, and Crutcher, Peoria  
JOSEPH GERMANO, District Director, United Steelworkers of America, East Chicago  
PAT GREATHOUSE, Regional Director, United Automobile Workers of America-CIO, Chicago

THOMAS J. HAGGERTY, Secretary-Treasurer, Milk Wagon Drivers Union Local 753, Chicago

G. W. HOELSCHER, General Manager, East Side Manufacturers' Association, Granite City

STANLEY L. JOHNSON, Secretary-Treasurer, Illinois State Federation of Labor, Chicago

JOHN L. McCAFFREY, President, International Harvester, Chicago

RALPH MONK, Director of Industrial and Labor Relations, Caterpillar Tractor Company, Peoria

SAMUEL H. SHAPIRO, Attorney, Shapiro and Lauridson, Kankakee

CHARLES SHUMAN, President, Illinois Agricultural Association, Chicago

JOHN SLEZAK, President, Turner Brass Works, Sycamore

FRED L. WHAM, Judge, United States District Court, Centralia

WILLIAM WIRTZ, Professor of Law, Northwestern University, Chicago

#### **FACULTY COUNCIL**

HAROLD C. M. CASE, Professor of Agricultural Economics and Head of the Department

ROYDEN DANGERFIELD, Professor of Political Science and Director of the Institute of Government and Public Affairs

PAUL M. GREEN, Professor of Management and Dean of the College of Commerce and Business Administration

NORMAN A. PARKER, Professor of Mechanical Engineering and Head of the Department

RUSSELL N. SULLIVAN, Professor of Law

#### **INSTITUTE STAFF**

LOUIS H. ARKY, Ph.D., Research Associate in Labor and Industrial Relations

W. ELLISON CHALMERS, Ph.D., Professor of Economics in Labor and Industrial Relations and Department of Economics

MARGARET K. CHANDLER, Ph.D., Assistant Professor of Sociology

BARBARA D. DENNIS, B.S., Editor

MILTON DERBER, Ph.D., Coordinator of Research of the Institute and Professor of Labor and Industrial Relations

MURRAY EDELMAN, Ph.D., Assistant Professor of Political Science

HERMAN ERICKSON, A.M., Associate Professor of Labor and Industrial Relations and Extension

PAUL FERA, B.A., Instructor in Labor and Industrial Relations

ROBBEN W. FLEMING, LL.B., Director of the Institute and Professor of Labor and Industrial Relations

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RUTH ALICE HUDSON, Ph.D., Assistant Professor of Sociology

JOHN F. HUMES, Ph.D., Associate Professor of Industrial Psychology and Extension

SOLOMON B. LEVINE, Ph.D., Assistant Professor of Labor and Industrial Relations

RALPH E. MCCOY, M.S., Research Assistant Professor of Labor and Industrial Relations and Reference Librarian

LOIS MCINTOSH, Ph.D., Instructor in English

EMMETT B. McNATT, Ph.D., Professor of Economics

WILLIAM H. MCPHERSON, Ph.D., Professor of Economics

LOUIS L. MCQUITTY, Ph.D., Professor of Psychology

SIGURD MOODY, A.B., Instructor in Labor and Industrial Relations and Extension

JOHN PARRISH, Ph.D., Associate Professor of Economics

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WALTER POLNER, A.M., Instructor in Labor and Industrial Relations and Extension

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ROSS STAGNER, Ph.D., Institute Chairman of On-Campus Instruction and Professor of Psychology

ANDREW J. WANN, A.B., Assistant Professor of Labor and Industrial Relations

RICHARD C. WILCOCK, Ph.D., Assistant Professor of Labor and Industrial Relations

EARL C. WOLFE, A.M., Associate Professor of Labor and Industrial Relations and Extension

DONALD E. WRAY, Ph.D., Assistant Professor of Sociology



Students use research tools in ILIR Library.

## CALENDAR

### 1953 — SUMMER SESSION

June 19, Fri.—June 20, Sat.

June 22, Mon.

July 4, Sat.

Aug. 14, Fri.—Aug. 15, Sat.

Aug. 15, Sat., 12 noon

Graduate registration. (Authorization cards distributed on alphabetical basis. Registration schedule available by May 15.)

Instruction begins.

Independence Day (holiday).

Summer session examinations.

Latest date for candidates for the master's degree in August to deposit theses.

### 1953 — FIRST SEMESTER

Sept. 14, Mon.—Sept. 19, Sat.

Sept. 21, Mon.

Nov. 25, Wed., 1 p.m.

Nov. 30, Mon., 1 p.m.

Dec. 3, Thurs.

Dec. 19, Sat., 12 noon

Graduate registration.

Instruction begins.

Thanksgiving vacation begins.

Thanksgiving vacation ends.

Illinois Day (State admitted to the Union, 1818).

Christmas vacation begins.

## 1954

Jan. 4, Mon., 1 p.m.	Christmas vacation ends.
Jan. 22, Fri.—Jan. 30, Sat.	Semester examinations.
Feb. 14, Sun.	Commencement exercises.

## 1954 — SECOND SEMESTER

Feb. 8, Mon.—Feb. 10, Wed.	Graduate registration.
Feb. 11, Thurs.	Instruction begins.
Mar. 2, Tues.	University Day (University opened, 1868).
Apr. 15, Thurs., 1 p.m.	Easter vacation begins.
Apr. 21, Wed., 1 p.m.	Easter vacation ends.
Apr. 30, Fri.	Honors Day.
May 31, Mon.	Memorial Day (holiday).
June 3, Thurs.—June 11, Fri.	Semester examinations.
June 20, Sun.	Commencement exercises.

## 1954 — SUMMER SESSION

June 18, Fri.—June 19, Sat.	Graduate registration.
June 21, Mon.	Instruction begins.
July 5, Mon.	Independence Day (holiday).
Aug. 13, Fri.—Aug. 14, Sat.	Summer session examinations.

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