

Bunting, J. Whitney
1947-51

Bunting

Campobello Island, N.Y.
July 17, 1947

My dear Dean Bunting:

Many thanks for your letter and the copy of your report. I am sorry you have had to give up your plans for this summer, but glad that you are planning for next year.

I shall be interested to hear of your progress.

Very sincerely yours,

Bunting

The College of the Seneca
HOBART COLLEGE
GENEVA, NEW YORK

OFFICE OF THE DEAN

July 11, 1947.

Mrs. Franklin D. Roosevelt
Val-Kill Cottages
Hyde Park, Dutchess Co.
New York.

Dear Mrs. Roosevelt:

I regret deeply that I have to advise you of the details of our summer Industrial Community Program. Up to the last week, things looked rather promising and we felt that we could expect approximately ten men and one woman. However, as we progressed into the last week, we were faced by so many withdrawals due to supposedly emergency conditions that it was decided by Mr. Durfee and myself to postpone the first session until next year. I still feel that we have every opportunity to succeed in the long run. The course still needs development and personal contact between myself and industrial and labor organizations, which I am continuing as best able.

You will find enclosed a copy of my report on the program to President Durfee. I have stated therein the problems as I see them now plus recommendations for future development. I would be delighted to have your opinion on this report and its contents.

May I thank you for your interest and kindness in assisting me to develop the program as it now stands and I trust that I may have further cooperation in the future.

Yours very truly,

J. Whitney Bunting

J. Whitney Bunting
Associate Dean

JWB:KC

July 8, 1947.

MEMO: To - Acting President Walter Durfee
 From - Dr. J. Whitney Bunting
 Subject: Industrial Community Program for 1947.

This report is offered primarily to provide you with information as to first: the development which has taken place for this year and succeeding years, second: to provide you with information as to the reason for postponement of its operation, third: to make suggestions for the future betterment of the Program.

PART 1 - DEVELOPMENT

At the time of the inauguration of full scale plans for the Industrial Community Program, much of the development had been in the hands of Dr. Potter. A good many of these contacts evaporated with the untimely death of President Potter. By the time the plans were definitely approved by the trustees and the prospectus of the Program had come from the printers, it was the 6th of May. This allowed two full months for the sale and development of the Program to interested parties. Between the 7th of May and the 7th of July, I made contacts either by personal visits or by mail and advertising brochures with 332 prospective industrial firms principally in the central and western New York area. In addition, I contacted approximately 35 labor organizations and their representatives. Running into the last week before the Program, there was a possibility that we would open this session with ten or more persons. During the last week, however, considerable withdrawals took place from the course. The reasons for these withdrawals can best be stated by actual examples.

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- AMERICAN CAN COMPANY - Lay offs prevented participation.
- OPTICAL WORKERS UNION - Delegate refused to come due to a desire to have regular vacations plans.
- BELL AIRCRAFT - Dismissal of 750 clerical and advisory employees by July 1 made it difficult for them to participate.
- CARRIER ENGINEERING CORPORATION - Complete change in Personnel Department plus addition of new Personnel Manager made this year's participation unadvisable.
- LINCOLN ROCHESTER TRUST COMPANY - Internal problems primarily caused by suicide of a staff member prevented participation.
- GENEVA TRADES COUNCIL - Passage of Taft-Hartley Bill allegedly increased work of two representatives, who were expected to participate.
- PAPEC MACHINE COMPANY - Summer vacation schedule prevented key men from attending this year without previous planning.

Consequently because of these conditions and the general unsettled situation to be found in labor-management circles, the necessary enrollment for the planned Program was not available to us.

Inasmuch as most of the reasons given for non-participation this year are of temporary nature, it is anticipated that a good enrollment can be expected for next year in spite of our not operating the course this present summer.

PART 2 - RECEPTION OF THE PROGRAM

I may say that almost every person contacted was in sympathy with the general plans and objectives of the course. By reference to Appendix A 2, I have listed

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the names of 34 companies and organizations that have endorsed the Program in its entirety. It seems to me that where so many firms and unions and organizations are behind a program, it cannot fail to succeed in the long run.

Three possible points could be discussed effectively between now and October that might possibly lead to even more favorable reaction. First, the course program might possibly be shortened through greater condensation so that the time interval would not be so great. I would suggest six weeks. Second, there has been some question as to the cost of the Program. Labor people feel to a certain extent that the fee is excessive. This can be presented in the light of the number of class hours being given as compared with the offerings of other large colleges and institutions. Third, some doubt has arisen in management circles as to the advantage of combining labor and management groups in class rooms. This would break down one of the basic interests of the course program and, therefore, I do not feel that it is advisable unless no other way of development exists.

PART 3 - RECOMMENDATION FOR FURTHER DEVELOPMENT

In spite of the fact that about 80 firms and organizations have signified a desire to participate later in the program, I feel that the following recommendations are important for consideration for the further development of the Industrial Community Program.

1. Even though the program is not operating this year, we may salvage this year's publicity and development by offering three one night institutes under the sponsorship of the I.C.P., one in October, one in January, one in March or April. These programs could comfortably include dinner on the campus, and addresses by two key individuals from either labor or management, or both,

Acting President Walter Durfee

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on critical current issues with an extended discussion period following. This would allow an opportunity for those persons who have shown an interest in the development of the Program to meet together under the auspices of the college so that their interest in the Program would be kept alive during the winter months. Further by proper choice of the guest speakers, considerable weight might be given to the course. It would also be a good opportunity for industrial and labor leaders to meet the faculty of the program so that it would make a mutual bond between them. I think this part of the recommendations should be approved by the Administration of the college and the Trustees as soon as possible so that plans for the first of these institutes could get under way.

2. I suggested some time ago that an advisory council of both labor and management should be set up so that proper advice as to program problems might be collected. I feel that a body of ten men, four from industry, four from labor and two from the public would be most fitting, although it possibly could be increased to fifteen. These men could be kept advised of all details of the program and should be willing to allow their position on the council to be made public. Thus the Program would receive indirect support from these individuals by the use of their names and also from the use of their experience in the field of labor-management relations.

3. During the course of the development of the Program, I found it extremely hard to conduct the proper personal solicitation as well as the handling of class work. I would recommend, if feasible, the addition of a road man to the staff to handle development details for all of the Institute Programs which might be offered at Hobart next summer. One of the prime requisites of any program of this nature is the building up of friendly associations between members of the staff of the Program and the prospective participating company or organization.

In these days of mutual distrust, a personal touch is even more necessary.

In summary, may I say that I have kept active files on all contacts made. These are available in the office and illustrate the reaction of the best firms to the Program. All of them bear out the suggestions, recommendations, etc., that I have listed above and I feel that we do not have a lost cause but merely one that has been temporarily postponed.

May I suggest that copies of this report be sent to interested trustees, who have gone out of their way to assist in the development of the Program and whose suggestions have been deeply appreciated.

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Associate Dean

JWB*KC

APPENDIX A

MEMBERS

1. LABOR ORGANIZATIONS

American Federation of State, County and Municipal Employees
Kermit Eby, Director of Education, C.I.O.
Frank Fenton, American Federation of Labor, Executive Council
Geneva, New York, Central Trades Council
International Brotherhood of Electrical Workers
International Ladies Garment Workers Union
Optical Workers Union, Geneva, N. Y.
Victor Reuther, United Automobile Workers

2. INDUSTRIAL ORGANIZATIONS

Allis-Chalmers Manufacturing Company
American Can Company
American Locomotive Company
Armstrong Cork Company
Bell Aircraft Company
Carrier Corporation
Corning Glass Works
Distillation Products, Inc.
Eastman Dillon Company
Finger Lakes Laundries
R. F. French & Company
General Mills, Inc.
General Railway Signal
Geneva Preserving Company
B. F. Goodrich & Company
Tyler Kay Company, Inc.
Lincoln-Rochester Trust Company
Macy's of New York
Marine Midland Trust Company
Marine Trust Company of Buffalo
Market Basket Corporation
Papec Machine Company
Photostat Corporation
Rochester Manufacturing Company
Sears, Roebuck & Company
Security Trust Company of Rochester
Shuron Optical Company
Sibley, Lindsey & Curr Company
Standard Oil Company
Stromberg Carlson
Warner & Swasey Company
Worthington Pump & Machinery Corporation
Lawman & Urbe Manufacturing Company
York Corporation

3. GOVERNMENT AND EDUCATIONAL

American Management Association
Dr. Phillip Bradley, University of Illinois
Bureau of Labor Standards, United States Department of Labor
Geneva Chamber of Commerce
Mr. Clinton Golden, Harvard University
Dr. James Healy, Harvard University
Dr. Broadus Mitchell, Rutgers University
Dr. Maurice Neufeld, Cornell University
Dr. Donald B. Straus, Industrial Relations Adviser
Dr. George W. Taylor, University of Pennsylvania