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An Anniversary

Caltech's Industrial Relations Section celebrated its twentieth anniversary on September 29 with a banquet at the Biltmore Hotel in Los Angeles.

On hand to review the work of the Section were Norman Chandler, president of the Times-Mirror Company; Donald W. Douglas, Jr., president of the Douglas Aircraft Company; Lloyd L. Austin, president of the Security-First National Bank; and Bonar Dyer, personnel director for Walt Disney Productions.

Harry J. Volk, president of the Union Bank, and chairman of Caltech's Committee on the Industrial Relations Section, presided at the banquet, and Lawrence A. Appley, president of the American Management Association, was the main speaker.

The Industrial Relations Section was established at Caltech in 1939 "to increase and disseminate a knowledge and understanding of the philosophies, principles, policies and procedures affecting the functions of management and labor." To achieve this objective, the Section initiated five basic activities and, with varying emphasis, it has continued these activities up to the present time.

1. It has made available to Caltech undergraduates and graduate students an introduction to the problems of management and supervision — stressing the problems of supervising technical teams in industry, government, and education.

2. It has operated a reference library covering the field of management in general, with emphasis on personnel administration. This is one of the most comprehensive collections of materials on industrial

relations and management to be found anywhere.

3. It has held meetings and conferences which have been attended by more than 17,500 representatives of industrial firms and organizations.

4. It has conducted surveys and research in a number of fields, with emphasis on problems of supervision, opinions of employees, and employee benefit plans.

5. It has published more than 135 items covering the varied aspects of management and personnel administration, and many of these publications have been used in supervisory training programs conducted by other schools and by individual companies. In observance of its twentieth anniversary, the Section is publishing its first book, *Frontiers of Industrial Relations*.

In recent years the work of the Section has been facilitated by the establishment of two other units within it — the Benefits and Insurance Research Center and the Management Development Center. And since its inception the Section has benefited from the advice of the Committee on the Industrial Relations Section made up of Caltech trustees and faculty members.

As measured by the number of its full-time staff members, the Industrial Relations Section is one of the smallest teaching and research units at Caltech. Much of its work, however, has been made possible by the use of several hundred part-time conference leaders from business organizations, unions, government, and other colleges.