Industrial Relations Section Records,  

Digitization of the Industrial Relations Section Records was provided by the generous support of the Industrial Relations Section at Princeton University.

Summary Information

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<td>Princeton University. Library. Department of Rare Books and Special Collections Seeley G. Mudd Manuscript Library. Public Policy Papers. 65 Olden Street Princeton, New Jersey 08540 USA</td>
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<td>Abstract:</td>
<td>The Industrial Relations Section at Princeton University was established in 1922 to enhance and extend the knowledge of industrial relations. The Section serves the university community, industry, and the government and includes a research program, a special library, and aids in instruction at Princeton University. The Section’s records document the research and administration of the Section and include financial papers and materials related to its conferences, publications, and research.</td>
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<tr>
<td>Section</td>
<td>Page</td>
</tr>
<tr>
<td>----------------------------------------------</td>
<td>------</td>
</tr>
<tr>
<td>Summary Information</td>
<td>1</td>
</tr>
<tr>
<td>Biography/History</td>
<td>3</td>
</tr>
<tr>
<td>Description</td>
<td>4</td>
</tr>
<tr>
<td>Arrangement</td>
<td>5</td>
</tr>
<tr>
<td>Access and Use</td>
<td>5</td>
</tr>
<tr>
<td>Acquisition and Appraisal</td>
<td>5</td>
</tr>
<tr>
<td>Related Materials</td>
<td>6</td>
</tr>
<tr>
<td>Processing and Other Information</td>
<td>6</td>
</tr>
<tr>
<td>Subject Headings</td>
<td>6</td>
</tr>
<tr>
<td>Contents List</td>
<td></td>
</tr>
<tr>
<td>Series 1: Administrative Files, 1922-1979</td>
<td>8</td>
</tr>
<tr>
<td>Series 2: Conferences, 1931-1979</td>
<td>11</td>
</tr>
<tr>
<td>Series 3: Publications, 1923-1984</td>
<td>15</td>
</tr>
<tr>
<td>Series 4: Research, 1938-1965</td>
<td>24</td>
</tr>
</tbody>
</table>
The Industrial Relations Section at Princeton University was established in 1922 to enhance and extend the knowledge of industrial relations. The Section serves the university community, industry, and the government and includes a research program, a special library, and aids in instruction at Princeton University. Directors of the Section have included J. Douglas Brown and Frederick H. Harbison.

The Section was the first university research division to specialize in industrial relations and was established to enhance and extend the knowledge in industrial relations in the broadest sense of that term. The Section studies topics such as personnel administration, labor relations, trade union organization and policies, labor and social security legislation, and all aspects of labor economics. It was initiated at the suggestion of Clarence J. Hicks, executive assistant to the president of the Standard Oil Company of New Jersey and a long-time leader in the field of industrial relations. Hicks persuaded John D. Rockefeller, Jr. to finance the Section for a trial period.

The Section has three principle functions: it serves as a research bureau, with staff conducting and publishing original research, maintains a special reference library on industrial relations, and provides instruction to Princeton University students. The Section acts as a clearing house of information for industry, government agencies, and scholars through the library's resources, distribution of its research materials, holding conferences, and providing consulting services to government and industry. The Section is closely integrated with Princeton University but serves all persons concerned with industrial relations problems.

The Section has published numerous reports, books, articles, and bibliographies on the field of industrial relations resulting from its research. The reports are typically concise, analytical studies of current practices and on subjects of current interest to be immediately useful to individuals involved in determining policies. The subjects of the research are determined in part by inquiries received by the Section. The Section also studies newer trends or practices while they are in the early stages of development. Initially, many of the studies focused on new programs such as benefits and employee stock ownership plans. During the Depression, the Section shifted to studies of problems associated with unemployment and social insurance, as well as the rise of unions. During World War II, the Section made a special effort to publish materials that would aid industry in adjusting to the problems of mobilization. Immediately after World War II, in response to strikes and labor disputes, the Section began to study union-management relations and the factors that contributed to constructive labor relations. The Section expanded its research into three major areas during the 1950s and 1960s: the relationship between management development and economic growth in the United States, the problems encountered by American companies operating abroad and the comparative study of managerial approaches to labor problems internationally. During the 1970s, the Section again expanded its research to include studies of education, discrimination and human capital.

The Section's library is the oldest special library in its field. It collects published and unpublished materials related to the field of industrial relations. An emphasis is placed on collecting current documents and manuscript materials related to developments in the field of industrial relations in the United States and internationally. The Section also aids in the instruction of both undergraduate and graduate students at Princeton University. Students utilize its research findings, the resources of the library, and the industry contacts of the Section to prepare papers, presentations, and senior theses or doctoral dissertations. And the Section has also provided a consulting service, offering advice to government agencies based on its research findings and through participation on committees or
conducting specialized studies, as well as providing advice to other universities establishing similar industrial relations sections, and to companies and trade unions.

The first director of the Section, Robert F. Foerster, served from 1922 to 1926. During Foerster’s tenure, the essential function of the Section, the enhancement and extension of knowledge in industrial relations, was agreed upon by both Princeton University and Rockefeller. Numerous companies began contributing information and material to the Section, which built up a valuable collection of primary source materials for its library, and the first publication of the Section, Employee Stock Ownership in the United States, was well received. Foerster was succeeded in 1926 by J. Douglas Brown, Dean of the Faculty at Princeton University, who served in both positions simultaneously. Brown was influential in building the Section and solidifying its goals and purpose. He remained director until 1955. Frederick H. Harbison served as director from 1955 to 1968. Since that time, the position has been held by many individuals, including Albert Rees, Orley Ashenfelter, Daniel Hamermesh, Alan B. Krueger and Cecilia E. Rouse and David S. Lee. Lee was named Provost of Princeton University effective July 1, 2013 and was succeeded as director by Henry Farber.

In 1927, the Section received funding from John D. Rockefeller, Jr. for three additional years, and in 1930, on the recommendation of Hicks, Rockefeller gave $300,000 for a permanent endowment for the Section. The endowment was supplemented by two gifts of $60,000 each from John D. Rockefeller, III. The Section undertook a fundraising campaign, the “Twenty-fifth Anniversary Fund,” in 1944 to raise an additional $360,000 from industry to double the endowment, which was oversubscribed by more than sixty companies and national unions. In 1946, the Section moved into new quarters in the recently completed Harvey S. Firestone Memorial Library through a gift of the Princeton University Class of 1926. By 1955, the endowment was valued at over $1 million, and by 2006 the endowment had grown to over $10 million.

Beginning in 1931, the Section sponsored an annual conference on industrial relations, attended by leading executives in industry and business from the companies that cooperated with the Section. The conference was highly regarded, regularly receiving more applicants than could be accommodated. The conference provided an opportunity for the leaders in the field to discuss the fundamental problems affecting industry. Starting in 1938, the conference was preceded by a seminar course in industrial relations to train junior industrial relations executives. The conference and seminar were discontinued in 1962. The Section also held a similar seminar training course for personnel of national trade unions and federations from 1947 through the 1950s, where they studied basic problems related to collective bargaining and labor legislation.

From 2008 to 2013, the Section remained active at Princeton University. Recent research interests of the Section include aspects of unemployment and racial discrimination, the economics of labor supply and retirement, education and school quality, the effects on minimum wages and labor turnover and job duration.

The Section’s records document the research and administration of the Section and include financial papers and materials related to its conferences, publications, and research. Areas studied by the Section include personnel administration, labor relations, unemployment and social security, comparative studies of international companies, education, and discrimination. The records particularly document the Section under the direction of J. Douglas Brown and Frederick H. Harbison.
Please see the series descriptions in the contents list for additional information about individual series.

**Arrangement**

The Records have been arranged in four series:

Series 1: Administrative Files, 1922-1979  
Series 2: Conferences, 1931-1979  
Series 3: Publications, 1923-1984  
Series 4: Research, 1938-1965

**Access and Use**

Access

All Industrial Relations Section records are closed for 25 years from the date of their creation.

Restrictions on Use and Copyright Information

Single photocopies may be made for research purposes. For quotations that are fair use as defined under U. S. Copyright Law, no permission to cite or publish is required. For those few instances beyond fair use, researchers are responsible for determining who may hold the copyright and obtaining approval from them. Researchers do not need anything further from the Mudd Library to move forward with their use.

**Acquisition and Appraisal**

Provenance and Acquisition

A portion of this collection was transferred from the Industrial Relations Section to the Mudd Manuscript Library in 1981, with additions in 2003 and 2011. Later additions with accession numbers ML.2012.008, ML.2012.019 and ML.2012.042 came in 2012.

Appraisal

Duplicate materials and publications of the Industrial Relations Research Association and the Committee of Industrial Relations Librarians have been separated from this collection. Papers of J. Douglas Brown related to the Social Security Board and the Committee on Firestone Library Dedication, subject headings lists of the Industrial Relations Library, and papers of Frederick H. Harbison related to Princeton University fundraising have been transferred to appropriate collections within the Mudd Manuscript Library.

Accruals

Accruals are expected from the Industrial Relations Section on a periodic basis.
## Related Materials

### Related Archival Material

A collection at the Mudd Manuscript Library of particular relevance to the Industrial Relations Section Records are the papers of J. Douglas Brown, the second director of the Section (MC155).

## Processing and Other Information

### Preferred Citation

Identification of specific item; Date (if known); Industrial Relations Section Records, Box and Folder Number; Public Policy Papers, Department of Rare Books and Special Collections, Princeton University Library.

### Works Cited


### Encoding

Machine-readable finding aid encoded in EAD 2002 by Adriane Hanson on October 8, 2008.

### Descriptive Rules Used

Finding aid content adheres to that prescribed by Describing Archives: A Content Standard.

## Subject Headings

- Baker, Helen.
- Brown, J. Douglas (James Douglas), 1898-
- Harbison, Frederick Harris.
- Princeton University. Industrial Relations Section.
- Employee fringe benefits.
- Industrial relations.
- Industrial relations -- Research.
- Labor market.
- Labor policy.
- Labor supply -- Effect of education on.
· Labor unions.
· Manpower planning.
· Manpower policy.
· Personnel management.
· Unemployment.
· Wages.
· World War, 1939-1945 -- Manpower -- United States.
· Publications.
· Reports.
· Princeton University
· Public policy/20th century
Series 1: Administrative Files, 1922-1979

Description: The Administrative Files series documents the founding and operations of the Industrial Relations Section. The records include budget and financial files, annual reports, and materials related to endowment contributions. The series also includes correspondence with Clarence Hicks, papers of Helen Baker, materials related to research project course Public Affairs 520 in the Woodrow Wilson School at Princeton University, articles about the Section, and plans for research projects.

Arrangement: Arranged alphabetically by document type or subject.

- Annual Reports, 1922-1979
- Baker, Helen, 1942-1955
  - British Notes, 1950
  - Correspondence, 1950
  - English Trip, 1950
  - Memorials and Condolence Letters, 1955
  - Personal Data, 1950-1952
  - Speeches, 1942-1954
- Budget, 1927-1957
  - 1927-1957
  - 1927-1952
- Bureau of Urban Research, 1942-1944
- Comments Received Concerning Reports, Conferences, and Services of the Industrial Relations Section, 1933-1954
- Correspondence, 1935-1954
- Drawing of Section Seal, undated
- Endowment Fund, 1926-1964
  - Annual Report Acknowledgements, 1952
  - Annual Report Cover Letters, 1951
  - Contributions, 1938-1964
### Companies Contributing, 1944-1964

- **General, 1950-1956**: Box: 3 Folder: 8
- **General, undated**: Box: 4 Folder: 1
- **A-C, 1945-1955**: Box: 4 Folder: 2
- **D-G, 1945-1955**: Box: 4 Folder: 3
- **H-L, 1944-1964**: Box: 4 Folder: 4
- **M-Q, 1945-1958**: Box: 4 Folder: 5
- **R-S, 1944-1951**: Box: 4 Folder: 6
- **T-Z, 1944-1951**: Box: 4 Folder: 7

### Companies Not Contributing, A-Z, 1944-1951

- Box: 5 Folder: 1

### Companies Not Contributing, Companies Saying "No" to Prospectus Letter, 1951

- Box: 5 Folder: 2

### Unions Contributing, A-Z, 1946-1949

- Box: 5 Folder: 3

### Unions Contributing, Open, 1938-1946

- Box: 5 Folder: 4

### Unions Not Contributing, General, 1944-1947

- Box: 5 Folder: 5

### Unions Not Contributing, No Reply, 1946-1947

- Box: 5 Folder: 6

### Correspondence, 1930-1964

- **Cooke, G. J, 1952-1960**: Box: 5 Folder: 7
- **Ford Foundation, 1959-1960**: Box: 5 Folder: 8
- **McVay, Scott, 1960-1964**: Box: 5 Folder: 9
- **Mills, G. A, 1943-1959**: Box: 5 Folder: 10
- **Rockefeller Brothers Fund, 1958**: Box: 5 Folder: 11
- **Rockefeller, J. D, 1930-1952**: Box: 5 Folder: 12
- **Rockefeller, J. D. III, 1937-1961**: Box: 5 Folder: 13

### Data on Endowment, 1945-1949

- Box: 6 Folder: 1

### President Dodds Funds, 1944-1952

- Box: 6 Folder: 2

### Endowments Records, 1946-1950

- Box: 6 Folder: 3

### Financial Assistance, undated

- Box: 6 Folder: 4

### Funds, Miscellaneous, 1945-1952

- Box: 6 Folder: 5 to 6

### Gift to Industrial Relations Section, Princeton University Class of, 1926, 1945-1948

- Box: 6 Folder: 7

### Prospectus, 1951-1952

- Box: 6 Folder: 8
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<td>History and Statistics about the Industrial Relations Section, 1922-1955</td>
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<td>Industrial Relations Section Library, undated</td>
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<td>Internship in Industrial Relations, 1949</td>
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<td>National Policy Committee, 1942-1947</td>
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<td>Photo Murals, 1949</td>
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<td>Program Booklets, 1946-1950</td>
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<td>Public Affairs 520, 1947-1953</td>
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<td>General, 1953</td>
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<td>Reading List and Reports and Notes on Reading, 1952-1953</td>
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<td>Seminar Schedules and Correspondence with Speakers, 1952-1953</td>
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<td>Woodrow Wilson School of Public and International Affairs (WWSPIA) Announcements, 1952-1953</td>
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<td>WWSPIA Graduate Program Notes, 1952</td>
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<td>Study of Industrial Relations at other Universities, 1947-1949</td>
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<td>Research Projects, 1927-1968</td>
<td>9 Folder: 6</td>
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<td>General, 1927-1968</td>
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<td>Economics at Princeton: Retrospect and Prospect, undated</td>
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<td>Field Trips and Meetings Relating to Industrial Relations Section Research, 1946-1951</td>
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<td>Industrial Relations Section Questionnaires (Research Results Used for Sections Reports), 1937-1947</td>
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<td>Inter-University Study, 1958-1961</td>
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<td>Research for Committee on Labor Market Research, Social Science Research Council, 1949</td>
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<td>Role of IRS in Foreign and International Affairs, 1964-1967</td>
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<td>Salary Progress, 1941-1942</td>
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<td>Third Century Campaign for Princeton University, 1946-1948</td>
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<td>Visitors Log, undated</td>
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accessionnumber: ML.2012.042
Series 2: Conferences ... (Continued)

Description: This file contains correspondence between Fred Harbison, Helen Baker and Marvin Adelson as well as memoranda.

Series 2: Conferences, 1931-1979

Size: 4.4 linear feet
Size: 11 boxes

Description: The Conferences series includes materials related to conferences, seminars, and other meetings sponsored by the Section. The records include schedules, pamphlets, and addresses delivered at the meetings, as well as correspondence and financial records related to planning the meetings. The majority of the records pertain to the Section's annual conference and seminar in industrial relations (1931-1961) and to the Section's seminar for union personnel (1947-1958).

Arrangement: Arranged alphabetically by conference title or series. Conference series are then arranged chronologically.

Administrative Files, 1953-1960

Analysis of Conference Attendance, undated  
Appropriation Ledgers, 1956-1959  
Appropriation Sheets, 1953-1955  
Data, undated  
Statistics, 1960

Alumni Lectures, 1936-1939

Alumni Weekly Article on Industrial Relations Section, 1938
Alumni Weekly Article on Industrial Relations Conference, 1944
Alumni Weekly Article on Industrial Relations Conference, 1947
Sponsored by: Industrial Relations Section and Woodrow Wilson School, 1967
"Collective Bargaining in the West Coast Paper Industry", 1941 January

Conference Course in Industrial Relations, 1931-1937

1931
1932
1933
1934
1935
1936
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"Discrimination in the Labor Markets," 1971 October 7-8, 1971 October  
Econometric Society Conference at Vienna, 1977 September  
Economics of Uncertainty, 1973  
Economics of Unemployment, 1977-1979  
Employment Security Conference, 1964  
"Evaluating Manpower Training Programs," 1976 May 6-7, 1976 May  

Cooley, Thomas F. "Earnings and employment dynamics of manpower trainees: an exploratory analysis.", dates not examined  
Size: 2 copies  
Johnson, George E. "The labor market displacement effect in the analysis of the net impact of manpower training programs.", dates not examined  
Kaitz, Hyman B. "Potential use of Markov process models to determine program impact.", dates not examined  
Pitcher, Hugh M. "A sensitivity analysis to determine sample sizes for performing impact evaluation of the CETA programs.", dates not examined  
Size: 2 copies  
Stafford, Frank P. "A decision theoretic approach to the evaluation of training programs.", dates not examined  
Stromsdorfer, Ernst W. "Information issues in Department of Labor program evaluation.", dates not examined  

"Identification and Development of High-Talent Manpower", 1964 April  
Inter-University Study of Labor Problems in Economic Development, 1966 May 22-23  
Labor Relations Seminars, dates not examined  
1946–1947, undated  
1947–1949, undated  
1950–1966, undated  
"Lagging Productivity Growth Causes and Remedies" (Toronto), 1979 May 23-25  
Liberal Arts Conference, 1965 November
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<td>Management Course Industrial Relations, 1967</td>
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<td>&quot;Management in the Industrial World: An International Analysis&quot;, 1959</td>
<td>November 23-24</td>
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<td>Research on Labor-Management Issues, 1949</td>
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<td>&quot;Research on Urban Poverty&quot;, 1969 May 22-23</td>
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<td>&quot;Seminar in Labor Relations for Union Research and Staff Personnel&quot;, 1947</td>
<td>June-1958</td>
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<td>&quot;Solid Mechanics&quot;, 1963</td>
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<td>Stafford Little Lectures, 1939</td>
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<td>Transition from School to Work, 1968</td>
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<td>Twenty-fifth Industrial Relations Section Anniversary Dinner, 1947 September</td>
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<td>&quot;Unemployment Problem in the United States: Trends and Proposals&quot;, 1965</td>
<td>May 13-14</td>
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<td>Oversized Photographs of Attendees at Industrial Relations Section Annual</td>
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<td>Conferences and Trade Union Conferences; Vinyl Record of Harbison Speech at</td>
<td></td>
<td></td>
</tr>
<tr>
<td>the Princeton in World Affairs Alumni Conference, 1931-1961</td>
<td></td>
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<tr>
<td>Rolled Photographs of Attendees at Industrial Relations Section Conferences,</td>
<td></td>
<td>20 Folder:</td>
</tr>
<tr>
<td>1945, 1946, undated</td>
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</tbody>
</table>
Series 3: Publications, 1923-1984

Size: 7.7 linear feet

Size: 17 boxes

Description: The Publications series contains copies of reports and papers published by the Section, as well as a few drafts, revised copies and related materials, and articles published by individual members of the Section. The reports of the Section cover a wide variety of labor topics including personnel hiring and compensation, unions, manpower issues, social security, management, employee stock ownership and savings plans, education, and unemployment. The majority of the reports are concerned with the United States, but also include international case studies. Frequent authors include Helen Baker, J. Douglas Brown, Richard A. Lester, and Frederick H. Harbison. Also included are scrapbooks of reviews and summaries of Section reports from major newspapers, government publications, and bibliographies.

Arrangement: Arranged alphabetically by publication series or type.

Publications of the Industrial Relations Section, Partial List, undated

Bibliographical Series, 1936-1963 May 1

"Problems and Policies in Industrial Relations in a War Economy, First and Second Supplements" (62, 63), 1940-1941

"Problems and Policies in Industrial Relations in a War Economy, Third, Fourth, and Fifth Supplements" (64, 66, 69), 1941-1942

"Employment Tests of Industry and Business" (67), 1942 April

"Union Management Corporation with Special Reference to the War Production Drive" (68), 1963 May 1

"The Feeding of War Workers" (70), 1943 March

"Medical Services in Industry" (71), 1943 December

"The Office Library of an Industrial Relations Executive" (72), 1943 May

"A Trade Union Library" (73), 1943 September

"Problems of Reemployment and Retraining of Manpower During the Transition from War to Peace" (75), 1945 March

"Sickness Benefits and Group Purchase of Medical Care for Industrial Employees" (76), 1944 October

"The Office Library of an Industrial Relations Executive" (77), 1946 March

"Development of the Social Security Act" (78), 1936-1947

"A Trade Union Library 1949" (80), 1949 June

"The Office Library of an Industrial Relations Executive" (81), 1951 July

"Industrial Pensions and Retirement Procedures" (82), 1954
Series 3: Publications ... (Continued)

"Incentive Wage Systems" (83), 1956  Box: 21 Folder: 17
"A Trade Union Library 1955" (84), 1955 October  Box: 21 Folder: 18
"Manpower Problems in Economic Development" (85), 1958  Box: 21 Folder: 19

Reports, 1929-1948

"Employee Stock Ownership and the Depression" (1), 1933  Box: 22 Folder: 1
"Reduction of Absences and Tardiness" (5), undated  Box: 22 Folder: 2
"Group Insurance" (6), undated  Box: 22 Folder: 3
"Rules and Financial Provisions of Industrial Pensions Plans" (7), undated  Box: 22 Folder: 4
"Memorandum: Employee Savings Plans" (8), 1929 July  Box: 22 Folder: 5
"The Labor Banking Movement in the United States" (9), 1929  Box: 22 Folder: 6
"Mutual Benefits Association Memorandum" (10), undated  Box: 22 Folder: 7
"Age Limitation in Industry" (11), undated  Box: 22 Folder: 8
"Employee Stock Purchase Plans" (12), 1930 January  Box: 22 Folder: 9
"The Five-Day Week in Industry" (13), undated  Box: 22 Folder: 10
"Company Plans for the Regularization of Planned Operation and Employment" (15), 1930 October  Box: 22 Folder: 11
"Employee Rating Scales" (16), 1930 November  Box: 22 Folder: 12
"Company Loans to Unemployed Workers" (18), 1931 February  Box: 22 Folder: 13
"The Dismissal Wage" (19), 1931 February  Box: 22 Folder: 14
"Trade Union History and Policies" (23), 1931 July  Box: 22 Folder: 15
"Dismissal Compensation" (24), 1931  Box: 22 Folder: 16
"Unemployment Prevention, Compensation, and Relief" (25), 1931 September  Box: 22 Folder: 17
"Unemployment Prevention, Compensation, and Relief Supplement" (unnumbered), 1931-1933  Box: 22 Folder: 18
"Company Plans for Unemployment Benefits" (27), 1931 January  Box: 22 Folder: 19
"Company Plans for Employee Savings and Investment" (28), 1931  Box: 23 Folder: 1
"The Use of Building and Loans Associations in Company Programs for Employee Savings and Investment" (29), 1932  Box: 23 Folder: 2
"Statistical Analysis of Employee Stock Purchase Plans 1925-1932" (30), 1932  Box: 23 Folder: 3
"The Use of Credit Unions in Company Programs" (31), 1934  Box: 23 Folder: 4
"The Use of Credit Unions in Company Programs for Employee Savings and Investment" (31a), 1933  Box: 23 Folder: 5
"Company Loans to Unemployed Workers" (32), 1932
Box: 23 Folder: 6

"Company Plans for Employee Savings and Investments" (33), 1932
Box: 23 Folder: 7

"Dismissal Compensation Plans in Eighty Companies" (34), 1932 December
Box: 23 Folder: 8

"Employee Magazines in the Depression" (35), 1933
Box: 23 Folder: 9

"Employee Stock Ownership and the Depression" (36), 1933-1936
Box: 23 Folder: 10

"Minimum Wage Legislation in the United States" (37), 1936
Box: 23 Folder: 11

"Company Retraining Program" (38), 1933 September
Box: 23 Folder: 12

"The Office Library of an Industrial Relations Executive" (39), 1930-1946
Box: 23 Folder: 13

"Hours of Work and Recovery" (40), 1934
Box: 24 Folder: 1

"Personnel Programs in Banks," by Eleanor Davis (41), 1935
Box: 24 Folder: 2

"Recent Trends in Vacation Policies for Wage Earners," by Eleanor Davis (42), 1935
Box: 24 Folder: 3

"A Trade Union Library" (43), 1935-1943
Box: 24 Folder: 4

"Educational Refunds in Industry," by Eleanor Davis (44), 1935
Box: 24 Folder: 5

"Personal Programs in Department Stores," by Helen Baker (45), 1935-1936
Box: 24 Folder: 6

"The Development of the Social Security Act" (46), 1936
Box: 24 Folder: 7

"Company Sickness Benefit Plans for Wage Earners," by Eleanor Davis (47), 1936
Box: 24 Folder: 8

"Employee Savings Programs," by Helen Baker (48), 1937
Box: 24 Folder: 9

"Collective Bargaining in the Steel Industry," by Frederick H. Harbison (49), 1937
Box: 24 Folder: 10

"Recent Books of Interest to the Industrial Relations Executive" (51a), 1939 July
Box: 24 Folder: 11

"Seniority Principles in Employment Relations" (53), 1938 May
Box: 24 Folder: 12

"Group Purchase of Medical Care by Industrial Employees," by Leahmae Brown (54), 1938
Box: 24 Folder: 13

"The Determination and Administration of Industrial Relations Policies," by Helen Baker (55), 1939
Box: 24 Folder: 14

"Provisions of Company Pension Plans as Adjusted to the Social Security Act" (56a), 1939 June
Box: 24 Folder: 15

"The Seniority Principle in Union Management Relations," by Frederick H. Harbison (57), 1939
Box: 24 Folder: 16

"Company Plans for Employee Promotions," by Helen Baker (58), 1939
Box: 24 Folder: 17
<table>
<thead>
<tr>
<th>Title</th>
<th>Date</th>
<th>Box:   Folder:</th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;Social Security&quot; (59), 1936</td>
<td></td>
<td>25 Folder: 1</td>
</tr>
<tr>
<td>&quot;The War Manpower Problem&quot; (60), 1940-1943</td>
<td></td>
<td>25 Folder: 2</td>
</tr>
<tr>
<td>&quot;Changes in the Cost of Living and Wage Adjustments&quot; (61), 1939</td>
<td>December</td>
<td>25 Folder: 3</td>
</tr>
<tr>
<td>&quot;Industrial Relations Digests&quot; (unnumbered), 1941-1943</td>
<td></td>
<td>25 Folder: 4</td>
</tr>
<tr>
<td>&quot;Job Evaluation – A Selected, Annotated Bibliography (Third Revision)&quot; (unnumbered), 1948 December</td>
<td></td>
<td>25 Folder: 5</td>
</tr>
<tr>
<td>&quot;Representative Clauses Permitting Wage Adjustments Through the Life of the Agreement&quot; (unnumbered), 1941 August</td>
<td></td>
<td>25 Folder: 7</td>
</tr>
<tr>
<td>&quot;Outline of Industrial Relations Policies in Defense Industries&quot; (62), 1940 June</td>
<td></td>
<td>25 Folder: 10</td>
</tr>
<tr>
<td>&quot;Company-Wide Understanding of Industrial Relations Policies,&quot; by Helen Baker (78), 1948 October</td>
<td></td>
<td>25 Folder: 14</td>
</tr>
<tr>
<td>&quot;Personnel Administration and Labor Relations in Department Stores,&quot; by Helen Baker and Robert R. France (81), 1950 August 1</td>
<td></td>
<td>26 Folder: 2</td>
</tr>
<tr>
<td>&quot;Layoff Policies and Practices,&quot; by Robert L. Aronson (82), 1950 August 18</td>
<td></td>
<td>26 Folder: 3</td>
</tr>
<tr>
<td>&quot;Maximum Utilization of Employed Manpower (Revised)&quot; (83), 1951 January</td>
<td></td>
<td>26 Folder: 4</td>
</tr>
<tr>
<td>&quot;The Operation of Sickness Benefit Plans in Collective Bargaining,&quot; by Fred Slavick (84), 1951 May 18</td>
<td></td>
<td>26 Folder: 5</td>
</tr>
<tr>
<td>Title</td>
<td>Author(s)</td>
<td>Date</td>
</tr>
<tr>
<td>----------------------------------------------------------------------</td>
<td>-------------------------</td>
<td>----------------------</td>
</tr>
<tr>
<td>&quot;Retirement Procedures of Compulsory and Flexible Retirement Policies,&quot;</td>
<td>Helen Baker (86)</td>
<td>1952 March</td>
</tr>
<tr>
<td>&quot;Hiring Practices and Labor Competition,&quot;</td>
<td>Richard A. Lester (88)</td>
<td>1954 September 1</td>
</tr>
<tr>
<td>&quot;Influence of Plant Size on Industrial Relations,&quot;</td>
<td>Sherrill Cleland (89)</td>
<td>1955 February 1</td>
</tr>
<tr>
<td>&quot;Adjustments to Labor Shortages,&quot;</td>
<td>Richard A. Lester (91)</td>
<td>1955 September 15</td>
</tr>
<tr>
<td>&quot;Union Strike Votes,&quot;</td>
<td>Herbert Sparnes (92)</td>
<td>1956 February 28</td>
</tr>
<tr>
<td>&quot;Disability Retirement in Industrial Pension Plans,&quot;</td>
<td>Michael Blumenthal (93)</td>
<td>1956 March 8</td>
</tr>
<tr>
<td>&quot;Codetermination in the German Steel Industry,&quot;</td>
<td>Michael Blumenthal (94)</td>
<td>1956 July 6</td>
</tr>
<tr>
<td>&quot;High Talent Manpower for Science and Industry,&quot;</td>
<td>J. Douglas Brown and Frederick Harbison (95)</td>
<td>1957</td>
</tr>
<tr>
<td>&quot;Manpower and Innovation in American Industry,&quot;</td>
<td>Samuel E. Hill and Frederick Harbison (96)</td>
<td>1959 May 1</td>
</tr>
<tr>
<td>&quot;Unions in America – A British View,&quot;</td>
<td>B. C. Roberts (97)</td>
<td>1959 March 15</td>
</tr>
<tr>
<td>&quot;High Level Manpower in Overseas Subsidiaries: Experience in Brazil and Mexico,&quot;</td>
<td>John Shearer (98)</td>
<td>1960 February 27</td>
</tr>
<tr>
<td>&quot;Wage Behavior in the Postwar Period,&quot;</td>
<td>William G. Bowen (100)</td>
<td>1960 September 15</td>
</tr>
<tr>
<td>&quot;Economics of Unemployment Compensation,&quot;</td>
<td>Richard A. Lester (101)</td>
<td>1962 January 2</td>
</tr>
<tr>
<td>&quot;Enterprise and Politics in South Africa,&quot;</td>
<td>Heinz Hartmann (102)</td>
<td>1962 January 29</td>
</tr>
<tr>
<td>&quot;External Benefits of Public Education,&quot;</td>
<td>Burton Weisbrod (105)</td>
<td>1964 April 20</td>
</tr>
<tr>
<td>Title</td>
<td>Author(s)</td>
<td>Date</td>
</tr>
<tr>
<td>----------------------------------------------------------------------</td>
<td>---------------------------</td>
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</tr>
<tr>
<td>&quot;Educational and National Development in Mexico,&quot; by Charles Nash Myers</td>
<td>(106), 1965 April 1</td>
<td></td>
</tr>
<tr>
<td>&quot;Unemployment in a Prosperous Economy&quot; (108)</td>
<td>1965</td>
<td>28: 4</td>
</tr>
<tr>
<td>&quot;Critical Issues in Employment Policy&quot; (109)</td>
<td>1966</td>
<td>28: 5</td>
</tr>
<tr>
<td>&quot;Manpower Perspective of Colombia,&quot; by Dieter K. Zschock (110)</td>
<td>1967</td>
<td>28: 6</td>
</tr>
<tr>
<td>&quot;Hospital Regulation: The Dilemma of Public Policy,&quot; by A. Somers (112)</td>
<td>1969</td>
<td>28: 7</td>
</tr>
<tr>
<td>&quot;Quantitative Analyses of Modernization and Development,&quot; by Frederick Harbison, Joan Maruhnick, and Jane Resnick (115)</td>
<td>1970</td>
<td>28: 10</td>
</tr>
<tr>
<td>&quot;Public Assistance for Mothers in an Urban Labor Market,&quot; by Daniel Saks (118)</td>
<td>1975</td>
<td>29: 3</td>
</tr>
<tr>
<td>&quot;Public Assistance and Work Effort,&quot; by R. G. Williams (119)</td>
<td>1975</td>
<td>29: 4</td>
</tr>
<tr>
<td>&quot;Evaluating the Labor Market Effects of Social Programs,&quot; by Orley Ashenfelter and James Blum (120)</td>
<td>1976</td>
<td>29: 5</td>
</tr>
<tr>
<td>&quot;The Industrial Relations Section of Princeton University in World War II: A Personal Account,&quot; by J. Douglas Brown (121)</td>
<td>1976</td>
<td>29: 6</td>
</tr>
<tr>
<td>&quot;Equal Pay in Public Sector: Fact or Fantasy,&quot; by Sharon Smith (122)</td>
<td>1977</td>
<td>29: 7</td>
</tr>
</tbody>
</table>

Reviews of Industrial Relations Section Reports, 1923-1937
Size: 3 volumes

Reviews of Industrial Relations Section Reports, 1938-1960
Size: 4 volumes

Studies in Labor and Industrialization, 1954-1971

"Entrepreneurial Organization as a Factor in Economic Development," by Frederick Harbison (9), 1956 August
"The Inter-Industry Propensity to Strike: An International Comparison," by Clark Kerr and Abraham Siegel (19), 1954
"Lessons from Abroad for American Management," by Charles Myers (20), 1960 January


"Autocracy and the Factory Order in Early Russian Industrialization," by G. Rimlinger (22), 1960 March

"Problems in Manpower and Industrialization in the USSR," by W. Eason (23), 1959 November

"Industrialism and Industrial Men," by Clark Kerr, Frederick Harbison, John Dunlop, and Charles Myers (24), 1960 September

"Workers' Councils in Poland," by A. Sturmthal (25), 1961 April


"Backward-Sloping Labor Supply Functions in Dual Economics: The Africa Case," by Elliot Berg (27), 1961 August


"The American System of Industrial Relations: Is It Exportable?" by Charles Myers (30), undated

"Students on the March: Cases of Mexico and Colombia," by E. Wight Bakke (31), 1964

"Education and Employment in the Newly Developing Economics," by Frederick Harbison and Charles Myers (32), 1964 June

"The African University and Human Resource Development," by Frederick Harbison (33), 1965

"Socialism and Economic Development in Tropical Africa," by Elliot Berg (34), 1964 November


"Roots and Soil of Student Activism," by E. Wight Bakke (36), 1966 June

"Professional and Political Attitudes of Chilean University Students and Field Work in a Hostile Environment: A Chapter in the Sociology of Social Research in Chile," by Myron Glazer (37), 1966 June

"Human Resources and World Economic Development: Frontiers for Research and Action," by Charles Myers (38), 1966 November

"From Ashby to Reconstruction: Manpower and Education in Nigeria," by Frederick Harbison (40), undated
Series 3: Publications ... (Continued)

"Postscript to 'Industrialism and Industrial Man'," by Clark Kerr, John T. Dunlop, Frederick Harbison, and Charles Myers (41), 1971 June
Box: 32 Folder: 22

"Human Resources as the Wealth of Nations," by Frederick Harbison (42), 1971 December
Box: 32 Folder: 23

"Human Resources and the Development of Modernizing Nations," by Frederick Harbison (43), undated
Box: 32 Folder: 24

Writings of Individuals Associated with the Section, 1927-1984

Baker, Helen, 1942
- "Industry's Plans for Absorbing the Disabled Veteran", undated
  Box: 33 Folder: 1
- "Solving the Manpower Problem", 1942
  Box: 33 Folder: 2

Baumol, W. J. and W.G. Bowen, "On the Performing Arts", 1965
Box: 33 Folder: 3

Box: 33 Folder: 4 to 5

Bowen, W. G. and R. Albert Berry, "Unemployment Conditions and Movements of the Money Wage Level", undated
Box: 33 Folder: 6

Bowen, W. G. and T. A. Finnegan, undated
Box: 33 Folder: 7

Bowen, W. G. and S. H. Masters, undated
Box: 33 Folder: 8

Brown, Byron W. and Daniel H. Saks, "Spending for Local Education", 1983
Box: 33 Folder: 9

Brown, J. Douglas, 1933 September-1984
- Articles about Education, 1955-1975
  Box: 33 Folder: 10
- Articles about Industry, 1935-1971
  Box: 34 Folder: 1
- Articles about Social Security, 1945-1972
  Box: 34 Folder: 2
- "The Commonplace Book of an American Dean", 1978
  Box: 34 Folder: 3
- Essays on Social Security, 1983-1984
  Box: 34 Folder: 4
- Forewords to Industrial Relations Section Research Reports and Bibliographies, 1940-1955
  Box: 35 Folder: 1
  Box: 35 Folder: 2
  Box: 35 Folder: 3
- "Military Review", 1978 January
  Box: 35 Folder: 4
  Box: 35 Folder: 5
- "Plan for Federal Compulsory Contributory Pension Insurance", 1934
  Box: 35 Folder: 6
- "Railway Labor Survey", 1933 September
  Box: 35 Folder: 7
- "University Research in Industrial Relations", undated
  Box: 35 Folder: 8
Corazzini, A. J., "Vocational Education: A Study of Benefits and Costs", 1966 August 31
Box: 35 Folder: 9

Foerster, Robert and Else H. Dietel, "Employee Stock Ownership in the United States", 1927
Box: 35 Folder: 10

Harbison, Frederick H, 1956-1972
Box: 36 Folder: 1 to 3

Box: 37 Folder: 1

Lester, Richard A., 1956-1960
"Collective Bargaining in England", 1956
Box: 37 Folder: 2
Box: 37 Folder: 3
"Labor Arbitration in State and Local Government", 1960 November
Box: 37 Folder: 4
"Notes on Collective Bargaining in Sweden", 1956 April-May
Box: 37 Folder: 5

Box: 37 Folder: 6

Reprints of Published Articles, 1956-1977
accessionnumber: ML.2012.019

The Malpractice Controversy and the Quality of Patient Care by Herman M. Somers, 1977
Box: 51

Government Wage Differentials by Sharon P. Smith, 1977
Box: 51

A Proposed Framework for Health and Health Care Policies by Anne R. Somers and Herman M. Somers, 1977 June
Box: 51

A Bayesian Analysis of Commodity Demand and Labor Supply by Nicholas M. Kiefer, 1977 February
Box: 51

New Policies to Fight Inflation: Sources of Skepticism by Albert Rees, 1978
Box: 51

The Measurement of Excess Burden with Explicit Utility Functions by Harvey S. Rosen, 1978
Box: 51

Bargaining Theory, Wage Outcomes, and the Occurrence of Strikes: An Econometric Analysis by Henry S. Farber, undated
Box: 51

What is Involuntary Unemployment? by Orley Ashenfelter, 1978 June
Box: 51

Estimating the Effect of Training Programs on Earnings by Orley Ashenfelter, 1978 February
Box: 51

Reservation Wage Rules and Learning Behavior by Donald T. Sant, 1977 February
Box: 51
Reflections on Wage and Price Controls by George P. Shultz and Kenneth W. Dam, 1977 January  
Philosophical Basis of the National Old Age Insurance Program by J. Douglas Brown, 1977  
Constant-Utility Index Numbers of Real Wages by John H. Pencavel, 1977 March  
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The American Philosophy of Social Insurance by J. Douglas Brown, 1956 March  
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Enterpreneurial Organization as a Factor in Economic Development by Frederick Harbison, 1956 August  
Benefits as a Preferred Form of Compensation by Richard A. Lester, 1967 April  
Financing of Unemployment Compensation by Richard A. Lester, 1960 October  
Implications of Labor Force Developments for Unemployment Benefits by Richard A. Lester, 1961 May  
Labor Policy in a Changing World by Richard A. Lester, 1962 October  
Market Power and Wage Inflation by Daniel S. Hamermesh, 1972 October  

Series 4: Research, 1938-1965

Size: 5.4 linear feet

Size: 13 boxes

Description: The Research series is composed of interview notes with individuals at various companies discussing industrial relations issues as they pertain to their organizations, as well as completed surveys, for studies conducted by the Section. Study topics include benefits, the communication of industrial relations policies within companies, labor markets, layoffs, retirement, and union decision-making.

Arrangement: Arranged numerically by report number.

Interview with Companies – General Comments, 1938-1939  
Box: 38 Folder: 1
Johnson & Johnson, Transmitting Information Through Management and Union Channels – A Case Study in Communications, 1948 May
Box: 38 Folder: 2

Johnson & Johnson, Transmitting Information Through Management and Union Channels - Case Study Interviews, 1947 April-May
Box: 38 Folder: 3

Labor Market Interviews, 1965

  General, 1965
  Box: 38 Folder: 4

  Arnold Constable, 1965
  Box: 38 Folder: 5

  Automobile Agencies, 1965
  Box: 38 Folder: 6

  Baldwin-Ehret-Hill Co, 1965
  Box: 38 Folder: 7

  De Laval Turbine, Inc, 1965
  Box: 38 Folder: 8

  Food Fair Stores, 1965
  Box: 38 Folder: 9

  Goodall Rubber Co, 1965
  Box: 38 Folder: 10

  Neighborhood Youth Corps, 1965
  Box: 38 Folder: 11

  Princeton Hospital, 1965
  Box: 38 Folder: 12

  Princeton University, 1965
  Box: 38 Folder: 13

J. Douglas Brown, 1934-1985
Box: 51

Report Number 64, Hours Administration as Influenced by the Defense Program, 1941
Box: 51

Report Number 65, Optimum Hours of Work in War Production, 1942
Box: 51

Report Number 66, Women in War Industries, 1942
Box: 51

Report Number 67, Use of Part-Time Workers in the War Effort, 1943
Box: 51

Report Number 68, Maximum Utilization of Employed Manpower, 1943
Box: 51

Report Number 69, Employee Counseling, 1944
Box: 51

Report Number 70, Seniority Problems During Demobilization and Conversion, 1944
Box: 51

Report Number 71, The Readjustment of Manpower in Industry During the Transition from, 1944
Box: 51

Report Number 72, Group Health Insurance and Sickness Benefit Plans in Collective, 1945
Box: 51

Report Number 73, Wages Under National and Regional Collective Bargaining, 1946
Box: 51

Box: 51

Report Number 75, Constructive Labor Relations, 1948
Box: 51
Series 4: Research ... (Continued)

Report Number 76, Determination of Industrial Relations Policies, Questionnaires, 1947
Box: 39 Folder: 1

Report Number 76, 78, Determination and Dissemination of Industrial Relations Policies, Interviews, 1947-1948
Box: 39 Folder: 2

Report Number 77, Company Wage Policies, 1945-1947
  Interviews, 1945-1947
Box: 39 Folder: 3
  Questionnaires, 1946-1947
Box: 40 Folder: 1

Report Number 78, Maintenance of Company Wide Understanding of Industrial Relations Policies, Questionnaires, 1947
Box: 40 Folder: 2

Report Number 79, Transmitting Information Through Management and Union Channels, Interviews, 1948
Box: 40 Folder: 3

Report Number 80, Technological Change Study, Interviews, 1949
Box: 40 Folder: 4

Report Number 81, Personnel Administration and Labor Relations in Department Stores, 1948-1950
  Interviews, 1949-1950
Box: 41 Folder: 1
  New York Times Clippings, 1948
Box: 41 Folder: 2
  Questionnaires, 1948-1949
Box: 41 Folder: 3

Report Number 82, Layoff Study, Interviews, 1950
Box: 41 Folder: 4

  Interviews, Letters, and Summaries, 1949-1950
Box: 42 Folder: 1
  Summaries, 1949-1950
Box: 42 Folder: 2

Box: 42 Folder: 3

Box: 42 Folder: 4

Report Number 87, Centralization and Decentralization of Industrial Relations, 1951-1954
Box: 43 Folder: 1
  General Company Interviews, M-Z, 1952-1953
Box: 43 Folder: 2
  Baldwin-Hill Case Study (Therminsul Company), 1953
Box: 43 Folder: 3
  Baldwin-Hill Case Study (Trenton Plant), 1952-1953
Box: 43 Folder: 4
  Comparative Notes on Washington and Arlington Works, undated
Box: 43 Folder: 5
  du Pont Case Study, 1952-1954
  Arlington, New Jersey Plant, 1952
Box: 43 Folder: 6
<table>
<thead>
<tr>
<th>Location/Department</th>
<th>Box: Folder:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buffalo Plant (Textile Fibres Department), 1952</td>
<td>44 Folder: 1</td>
</tr>
<tr>
<td>Headquarters for Industrial Relations and Other Executives, 1952-1954</td>
<td>44 Folder: 2</td>
</tr>
<tr>
<td>Old Hickory, Tennessee, 1952</td>
<td>44 Folder: 3</td>
</tr>
<tr>
<td>Parkersburg, West Virginia Plant, 1952</td>
<td>44 Folder: 4</td>
</tr>
<tr>
<td>Polychemical Department Headquarters, 1952</td>
<td>44 Folder: 5</td>
</tr>
<tr>
<td>Textile Fibres Department Headquarters, 1952</td>
<td>44 Folder: 6</td>
</tr>
<tr>
<td>Headquarters, 1953</td>
<td>44 Folder: 9</td>
</tr>
<tr>
<td>Long Questionnaires, 1952-1953</td>
<td>44 Folder: 10</td>
</tr>
<tr>
<td>Socony-Vacuum, 1951-1952</td>
<td>45 Folder: 1</td>
</tr>
<tr>
<td>East St. Louis Plant Interviews, 1952</td>
<td>45 Folder: 2</td>
</tr>
<tr>
<td>Headquarters Interviews, 1951-1952</td>
<td>45 Folder: 3</td>
</tr>
<tr>
<td>Paulsboro Interviews, 1951-1952</td>
<td>45 Folder: 4</td>
</tr>
<tr>
<td>Short Questionnaires Returns, 1952-1953</td>
<td>45 Folder: 4</td>
</tr>
<tr>
<td>Report Number 88, 89, 91, Trenton Labor Market Studies, 1951-1953</td>
<td>Box: 46 Folder: 1 to 2</td>
</tr>
<tr>
<td>First Round Interviews, A-N, 1951-1953</td>
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<td>First Round Interviews, R-Y, 1951-1953</td>
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<td>47 Folder: 1 to 2</td>
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<td>Second Round Interviews, M-Y, 1953</td>
<td>47 Folder: 3 to 4</td>
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<td>Report Number 92, Union Strike Votes, 1953-1955</td>
<td>48 Folder: 2</td>
</tr>
<tr>
<td>Correspondence with Government Agencies, 1954-1955</td>
<td>48 Folder: 3</td>
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<td>Interviews Numbers 1-16, 1955</td>
<td>48 Folder: 4</td>
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<td>Questionnaires Code and Rubber Workers' Questionnaires, 1953-1954</td>
<td>48 Folder: 5</td>
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<tr>
<td>Questionnaires – AFL Locals, 1955</td>
<td>48 Folder: 6</td>
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