Industrial Relations Section Records, 1922-1984 (bulk 1930-1965): Finding Aid

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

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Contents List .........................................................................................................................................
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.

Description

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

Location of Copies or Alternate Formats

FOR DIGITIZED CONTENT: The records, with the exception of a few items, have been digitized and may be viewed or downloaded through this finding aid. To view materials, navigate to a specific folder title, rather than the series.

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, 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

Size: 3.9 linear feet
Size: 10 boxes

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.

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

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<td>Prospectus, 1951-1952</td>
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Series 1: Administrative Files ... (Continued)

Hicks, Clarence J, 1922-1941
Box: 7 Folder: 1

History and Statistics about the Industrial Relations Section, 1922-1955
Box: 7 Folder: 2

Industrial Relations Section Library, undated
Box: 7 Folder: 3

Internship in Industrial Relations, 1949
Box: 7 Folder: 4

Memorandum on Industrial Relations Section, 1944
Box: 7 Folder: 5

National Policy Committee, 1942-1947
Box: 8 Folder: 1 to 2

Photo Murals, 1949
Box: 8 Folder: 3

Program Booklets, 1946-1950
Box: 8 Folder: 4

Public Affairs 520, 1947-1953
Box: 8 Folder: 5

   General, 1953
   Box: 8 Folder: 6

   Reading List and Reports and Notes on Reading, 1952-1953
   Box: 9 Folder: 1

   Seminar Schedules and Correspondence with Speakers, 1952-1953
   Box: 9 Folder: 2

   Woodrow Wilson School of Public and International Affairs (WWSPIA)
   Announcements, 1952-1953
   Box: 9 Folder: 3

   WWSPIA Graduate Program Notes, 1952
   Box: 9 Folder: 4

   Study of Industrial Relations at other Universities, 1947-1949
   Box: 9 Folder: 5

Research Projects, 1927-1968
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   General, 1927-1968
   Box: 9 Folder: 7

   Economics at Princeton: Retrospect and Prospect, undated
   Box: 9 Folder: 8

   Field Trips and Meetings Relating to Industrial Relations Section Research,
   1946-1951
   Box: 9 Folder: 9

   Industrial Relations Section Questionnaires (Research Results Used for
   Sections Reports), 1937-1947
   Box: 9 Folder: 10

   Inter-University Study, 1958-1961
   Box: 9 Folder: 11

   Research for Committee on Labor Market Research, Social Science
   Research Council, 1949
   Box: 9 Folder: 12

   Role of IRS in Foreign and International Affairs, 1964-1967
   Box: 10 Folder: 1

   Salary Progress, 1941-1942
   Box: 10 Folder: 2

   Third Century Campaign for Princeton University, 1946-1948
   Box: 10 Folder: 3

   Visitors Log, undated
   Box: 51

   Director's Mail, 1954-1963

accessionnumber: ML.2012.042
Series 2: Conferences, 1931-1979

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  Box: 10 Folder: 4
- Appropriation Ledgers, 1956-1959  Box: 10 Folder: 5
- Appropriation Sheets, 1953-1955  Box: 10 Folder: 6
- Data, undated  Box: 10 Folder: 7
- Statistics, 1960  Box: 10 Folder: 8

Alumni Lectures, 1936-1939  Box: 10 Folder: 9

Alumni Weekly Article on Industrial Relations Section, 1938  Box: 10 Folder: 10

Alumni Weekly Article on Industrial Relations Conference, 1944  Box: 10 Folder: 11

Alumni Weekly Article on Industrial Relations Conference, 1947  Box: 10 Folder: 12

Sponsored by: Industrial Relations Section and Woodrow Wilson School, 1967 June

"Collective Bargaining in the West Coast Paper Industry", 1941 January  Box: 10 Folder: 14

Conference Course in Industrial Relations, 1931-1937

- 1931  Box: 10 Folder: 15
- 1932  Box: 10 Folder: 16
- 1933  Box: 10 Folder: 17
- 1934  Box: 11 Folder: 1
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- 1936  Box: 11 Folder: 3
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Conference Course and Seminar in Industrial Relations, 1938-1961

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Series 2: Conferences (Continued)

"Discrimination in the Labor Markets," 1971 October 7-8, 1971 October
Box: 15 Folder: 9

Econometric Society Conference at Vienna, 1977 September
Box: 15 Folder: 10

Economics of Uncertainty, 1973
Box: 15 Folder: 11

Economics of Unemployment, 1977-1979
Box: 16 Folder: 1

Employment Security Conference, 1964
Box: 16 Folder: 2

"Evaluating Manpower Training Programs," 1976 May 6-7, 1976 May
Box: 16 Folder: 3


Cooley, Thomas F. "Earnings and employment dynamics of manpower trainees: an exploratory analysis.", dates not examined
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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.

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

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

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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.

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