

# Institute of Management and Labor Relations (IMLR) Timeline

*Draft*



**1931 First Annual Labor Institute held at Rutgers**

First Annual Labor Institute held at Rutgers. 149 delegates attend. In attendance is Acting President of Rutgers, Phillip Brett. The theme for this session was, not surprisingly, *Unemployment*. The liveliest discussion was led by Professor J. Douglass Brown of Princeton who advocated unemployment insurance as part of an 8-point program of Depression remedies.

**1947**

**Legislation enacted establishing the IMLR.** Bill 307 authorizing the IMLR is signed into law by Governor Alfred Driscoll.

*The law specified educational services for labor, management and the public - which resulted in the three teaching program units - and research - which evolved as another program unit. Kerrison and Epply headed Labor and Management. Stillwell came in 1948 to chair the Public Program. (Stark)*

- The IMLR officially begins operations. The initial staff includes Irv Kerrison, Richard Wood, Hamilton Stillwell, George Epply and Vera Kowaloff, Extension Specialist.
- Professor Norman Miller is appointed the first Director of the IMLR. Richard Wood is appointed Associate Professor of Management and Labor Relations with a special assignment to research activities; Irvine Kerrison is appointed Associate Professor of Management and Labor Relations with a special assignment to labor programs. George Epply is placed in charge of management activities.
- President Clothier chairs the first meeting of the State Advisory Council of the IMLR.

**1948**

- Due to health problems, Dean Miller relinquished the post of Director of the IMLR. Richard Wood becomes the Director of the IMLR.
- The IMLR obtains its first "permanent" offices in the Alumni House on the Queens Campus (now called College Avenue campus).

**Your notes:**

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**1949**

- Harry Stark was appointed as an extension associate to assist Irv Kerrison in the work with trade unionists.
- General Robert W. Johnson (Chairman of the Board of J&J) donated 25 acres to RU and suggests it as a possible location for the IMLR. (Property faces Raritan River, bounded by River Road and Cedar Lane). (Begin Report -1981).

**1950**

- IMLR Library is formally established and a full time librarian is appointed. It is located at Winants Hall until its move to the Labor Education Center in 1962. (Stetin Papers)
- Staff members are noted as: Richard Wood (Director), Irv Kerrison, Hamilton Stillwell, George Epply and Vera Kowaloff, Edward McDonough, John Pearce, Harry Stark.
- Dudley Hill, Chairman of the Management Department at IMLR

**1951**

First issue of *IMLR News*, a monthly bulletin edited by D. Dertouzos.

**1953**

- RU president Dr. Lewis Webster Jones authorizes a fund raising drive for the IMLR building.
- Labor Program Director Irv Kerrison goes on a two year leave to work in Thailand on a US Government program. Harry Stark, returning from a Fulbright Scholarship in England, becomes Acting Director.



**1954**

- Dr. Jack Chernick named as Chairman of the Research Department.
- Fundraising begins for the Labor Education Center building, the site originally proposed for and initially approved for the Labor Education Center (LEC) is the corner of College Avenue and Hamilton Street. (Now a parking lot opposite Scott Hall.)

**1956**

- Union Leadership Academy (ULA) established. Initially it was a cooperative venture between District 4 of the IUE and Rutgers. It was intended to function as a "West Point" for trade unions leaders in the NJ-NY area. It expanded to involve several other universities and unions.
- First conference co-sponsored by the New Jersey Manufacturers Association and the IMLR.



**Your notes:**

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**1957**

The Labor program of the IMLR starts its own fund raising program with a \$50,000 donation from the William Green Memorial Fund.



**1958**

As of this date, organized labor has raised over \$200,000 toward the minimum \$300,000 needed to begin construction on the labor unit of the proposed IMLR site. (IMLR Annual Report)

**1959**

Labor Building Drive tops \$300,000 (Trenton Evening News, Jan 20, 1959). A proposal to place the IMLR building at the corner of Hamilton Street and College Ave is initially approved by RU Vice President Erfft. This decision is later overturned. Ground is broken for the LEC on Ryders Lane.

- Bernard Downey is appointed as IMLR librarian, a post he will hold until his retirement 29 years later.

**1962**

- Labor Education building dedicated. 2,000 people attend the event.
- Library moved to the Labor Education Center

**1963**

- New Jersey industrialists and members of the IMLR gather in Paterson to discuss plans to raise \$600,000 to construct a proposed Gardner Hall as the management wing of the IMLR

The famous Kilmer Oak is chopped down because it was diseased. It was originally located in the now Labor Education Center lobby. This tree was the inspiration for the Joyce Kilmer poem "Trees". A plaque marks the location of the tree.

**1964**

- Labor Community Action established. In cooperation with trade unions and extensive Federal anti-poverty grants, LEC established grass-roots training programs.
- The IMLR hosts the 4<sup>th</sup> annual convention of the New Jersey Committee for a SANE Nuclear Policy. Herbert Levine chaired the event.
- Six members of Local 68 (Stationary Engineers Union of Newark, AFL-CIO) picket the LEC and the entrance to Old Queens in an effort to gain recognition for their union at Rutgers. The members had been working the air-conditioning units at Rutgers since 1959, but the University refused to sign a union contract.
- The State AFL-CIO cancels what would have been the 29<sup>th</sup> Labor Institute because of the ongoing labor dispute between Rutgers and Local 68.

**Your notes:**

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**1965**

The first Labor Internships are established. The LEC, labor unions and the NJ Dept. of Labor and Industry sponsor union members to spend several weeks of full time study of state programs affecting labor.



**1966**

Rutgers University officially names the Labor Education Center for Lewis Hermann.

**1967-**

A Bachelor of Arts degree with a major in Labor Studies and a department in Labor Studies is established by University College.

**1968**

Graduate School of Education initiated offerings in Labor Studies leading to an Ed.M and Ed.D degrees.



**1969**

Bachelor of Science in Labor Studies offered at Livingston College with Wells Keddie serving as Director.

**1970**

- Labor Education Department changes name to Labor Studies Department.
- The Graduate School faculty of the History Department approves a program leading to a PhD in Comparative Labor Studies.

**1970 - 1971**

- Ernie Gross, Chairperson of the Public Education Department and Public Programs located at 137 Church Street, New Brunswick, developed a variety of programs bringing together state commissioners of education, heads of collective negotiations from various states, and municipal fact books.
- Robert Klein becomes Director of the IMLR

**1972**

The IMLR conducted over 104 educational programs throughout New Jersey. These were attended by approximately 5,000 people. Programs directed at the educational needs of Spanish-speaking workers were expanded. 1972 was also the year that the Women's Affirmative Action Committee of the IDC was formally organized after a year of faculty assistance.

**Your notes:**

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**1973**

The 25th Anniversary of the IMLR is marked by a reception at the LEC and a dinner at Neilson Dining Hall which is addressed by NJ Governor William Cahill and Rutgers President Edward Bloustein.

**1974**

The Graduate School of Arts and Sciences approve the establishment of two graduate degrees: a Master of Arts degree in Labor Studies and a Master of Science in Industrial Relations and Human Resources. (Stetin Papers) These programs have been offered at a variety of off-campus sites over the years, including Prudential, AT&T, Camden, Jersey City, IBM. (Begin)

**1975**

- The LEC launched the first in a series of Educational Advancement Programs for workers under a grant from the New Jersey State Manpower Services Council.
- A special program was organized with the Thomas Edison College to provide an opportunity for ULA students to obtain college credit and to establish a counseling program to help union leaders obtain an external degree.



**1979**

Because of the IMLR's expanding activities and the reorganization of the University Extension Division, the IMLR became free standing in 1979. The Director reports to the New Brunswick Provost instead of the President. The various units of the IMLR were centralized in trailers on the site of the Labor Education Center. (Partners in Excellence--1985. Page 6)

- A testimonial banquet for IMLR's "Labor Leader in Residence" Sol Stetin, held on Oct. 13, 1979, raises funds for the new wing of the LEC.
- Robert Klein steps down and James Begin is appointed Director and serves for 10.5 years
- Steve Director serves as Director of Rutgers University Center for Human Resources

**1981**

Opening of the Stetin Wing/Raleigh Rajoppi Pavilion at Labor Education Center draws over 1,000 people

**Your notes:**

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**1982**

- Herb Levine, the Director of the Labor Education Center retires. Norman Eiger is elected as his successor
- Steve Director serves as Chair, Department of Industrial Relations and Human Resources
- Claudia Meer serves as Chairperson, Public Education Department, IMLR



**1983/1984**

- Until the early 80's the IMLR consisted of a Labor Education Department, Library Info Service Unit, Management Education Department, Public Education Department, and Research Department. 1983 saw a major reorganization which produced three units:
  - 1) Industrial Relations and Human Resources Department (IRHR)
  - 2) Labor Education Department
  - 3) Library
- In addition, three centers were operated jointly or separately by the departments:
  - 1) Management Development Center
  - 2) Center for Human Resources
  - 3) Center for Occupational Safety and Health
- Room 115 in the LEC is dedicated to Carl and Bea Holderman. Carl Holderman had been the head of the New Jersey CIO, while Bea was a catalyst of a cooperative vocational rehabilitation program.
- Management Education Department moves to LEC trailers and merges with the Public Education Department to form the Management Development Center.
- Richard Beatty and Claudia Meer serve as Co- Directors, Management Development Center
- Steve Director serves as Director of Graduate Program in Industrial Relations and Human Resources

**1985**

- The IMLR co-sponsors *The National Labor Relations Act: 50th Anniversary Conference* to commemorate the Wagner Act. The event was addressed by Sen. Robert Wagner's son, the former Mayor of New York Robert Wagner Jr.
- David Bensman becomes the Director of Labor Studies



**United States  
National Labor  
Relations Board**

- Democracy in America (de Toqueville program). Speakers include Robert Bellah, Michael Harrington, Henry Steele Commager, Morton Bahr, Benjamin Barber, Jeff Faux, Francis Fox Piven and Michale Walzer
- Richard Beatty serves as Acting Chairperson of the Industrial Relations and Human Resources Department

**Your notes:**

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**1986**

- David Bensman is selected as the Director of the graduate program in Labor Education
- Steve Director serves as Director of Graduate Program in Industrial Relations and Human Resources

**1987**

- Barbara Lee is selected Director of the graduate program in Industrial Relations and Human Resources, which became the human resource management graduate program several years later
- Steve Director serves as Chair, Department of Industrial Relations and Human Resources
- Professor Joseph Vertrees is awarded the Rutgers Medal by President Bloustein to mark both his contributions to the Extension Worker education at Rutgers and to mark his 100th birthday.



**1988**

- Charles Fay serves as Associate Director, Institute of Management and Labor Relations
- An agreement is reached between the IMLR and the Singapore Institute of Management (SIM) for IMLR faculty to teach courses at SIM leading to an MS in Industrial Relations.

In 1989, a global focus was added when the MHRM program began in Singapore, the first such IR or HR program from any USA University to be offered overseas. It was also, the first full overseas degree program at Rutgers. The program was later offered in Indonesia to petroleum industry human resource employees. At about the same time, a program to bring Chinese students to Rutgers to study in the MHRM degree was begun.(Begin)

**1989**

- Labor Education and Labor Studies departments finally integrated.
- IRHR Ph.D. approved to be offered in September 1990.



**1990.**

- Levin Building occupied as the IRHR program moves from trailers behind LEC.
- James Chelius named as Acting Director of the IMLR and Charles Fay as Associate Director until the end of 1990.
- Charles Nanry, becomes Director of the Center for Management Development
- Steve Director serves as Associate Dean and Director of the Ph.D. program in Industrial Relations and Human Resources

**Your notes:**

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### 1991

- John Burton became the IMLR Director, arriving from Cornell
- Barbara Lee and Steve Director agree to serve as Associate Directors of IMLR.
- Betty Lou Heffernan continued as Assistant Director for Administration.
- Masters Degree program enrollment is over 250 (including both MA and MS, probably the largest of any IRHR Grad program in the USA).

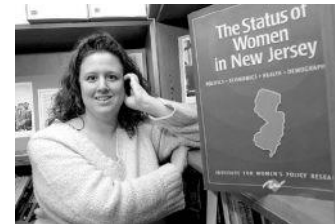
### 1992

- IMLR Library hosts the 44th Annual Meeting of the committee of Industrial Relations Librarians
- Charles Heckscher is Department Chair, Labor Studies and Employment Relations Department
- Jeffrey Keefe serves as Director of the Undergraduate Program in Labor Studies and the Masters Program in Labor and Industrial Relations



### 1993

- The Center for Women and Work was founded in 1993 as a unit of SMLR and a member of Rutgers' Institute for Women's Leadership. Dorothy Sue Cobble was the Founding Director. She was followed by Barbara Lee and, in 2002, by Eileen Appelbaum. CWW's main areas of research, programs and policy are Innovative Training and Workforce Development; Gender and Racial Equity in Education and Careers; Women's Advancement and Leadership in Corporations, Business and the Professions; and Needs of Working Families. The Center's work -- connecting communities and changing lives -- has received recognition in NJ, nationally, and internationally.
- Adrienne Eaton serves as Director of Credit Programs, Labor Studies and Employment Relations Department



### 1994

- The Rutgers University Board of Governors approved a resolution that restructured the Institute of Management and Labor Relations as the School of Management and Labor Relations.
- John Burton named first Dean

### 1995

- Department hosts Governor's Conference on Labor-Management Partnership Initiatives, which attracted 300 people.
- The SMLR sponsored the Joel Jacobson Lecture Series
- Charles Fay becomes Director, Graduate Program in Human Resource Management

### 1996

- Jeffrey Keefe serves as Director of Doctoral Program in Industrial Relations and Human Resources



**1997**

- Barbara Lee serves as Director, Center for Women and Work and Chair, Department of Human Resource Management
- Spring 1997: Barbara Lee serves as Acting Dean, SMLR

**1998**

- Adrienne Eaton serves as Associate Dean for Academic Affairs
- Charles Heckscher becomes the Director, Center for Workplace Transformation
- Saul Rubinstein becomes Associate Director, Center for Workplace Transformation
- Jeffrey Keefe serves as Director of Continuing Education Programs in Labor Studies and Employment Relations
- Randall Schuler is Founder and Director of the Center for Global Strategic Human Resource Management, and Overseas Credit Program Director
- Susan Jackson is appointed as Director, Ph.D. Program in IRHR

**1999**

- Paula Voos appointed Chair, Labor Studies and Employment Relations Department
- Abe Weiss becomes Director of the Center for Management Development



**2000**

- John Burton steps down as Dean of SMLR and is succeeded by Barbara Lee
- Steve Director serves as Chair, Department of Human Resource Management
- Robert Angelo becomes Director of the Union Leadership Academy

**2001**

- Paula Caligiuri becomes the Director, Center for Human Resource Strategy
- Adrienne Eaton appointed Acting Director, Ph.D. Program in Industrial Relations and Human Resources until 2002
- Randall Schuler serves as Director, Master of Human Resource Management Program

**2002**

- Charles Fay appointed Chair, Human Resource Management Department
- Charles Tharp, Co-Director, Executive Master of Human Resource Leadership Program

**2003**

- First class for the Executive Master in Human Resource Leadership is launched
- Adrienne Eaton appointed Director of Labor Extension
- The Nontraditional Career Resource Center, funded by the New Jersey Department of Education, is opened under the Directorship of Terri Boyer



**2004**

- SMLR holds first Convocation ceremony
- Dave Ferio recruited for Director, Master of Human Resource Management Program

**2006**

- UALE Summer Institute for Union women is held at the SMLR.



**SMLR today:**

**Dean**

David Finegold

**Associate Dean**

Steven Director

**Chair, HRM Dept.**

Charles Fay

**Chair, LSER Dept.**

Paula Voos

**Director, James Carey Library**

Constance Finlay

**Director, MLER and BALSER Programs in LSER**

David Bensman

**Director, MHRM Program**

David Ferio

**Director, Ph.D. Program in IRHR**

Douglas Kruse

**Director, Labor Extension**

Adrienne Eaton  
Acting Director,  
Charles Heckscher

**Director, Union Leadership Academy**

Robert Angelo

**Director, Center for Women and Work**

Eileen Appelbaum

**Director, Center for Human Resource Strategy**

Paula Caligiuri

**Director, Workplace Transformation**

Charles Heckscher

**Director, Center for Management Development**

Abe Weiss

**2007**

- Barbara Lee steps down as Dean of SMLR and is succeeded by David Finegold
- Global Executive Master of Human Resource Leadership launched in Prague
- SMLR Seminar Series: Speakers include: David Finegold, Stephen Lerner, Peter Waterman, Liza Featherstone, Charles Fishman, Tom Kochan.



Library Association.

- James Carey Exhibit held at the Labor Education Center
- James B. Carey Library wins the 2007 John B. Sessions Award, presented by the Reference and User Services Association (RUSA) of the American Library Association.
- MHRM Career Fair: turnout of 23 employers
- Chevron Sponsorship: Grant to support career services and scholarships for HR students.
- Center for Women and Work. Mary Gatta received a follow-up grant from the Sloan Foundation for the Sloan Center on Innovative Training and Workforce Development's work on institutionalizing technologically based workforce development programs throughout the US.
- Francis Zuccarello made a generous gift to provide 8 additional years of funding for the scholarship honoring his father.
- John Burton has also made a generous gift to the library toward an endowment to support a disability research collection.
- Go WILD! -- NJ's AFL-CIO, the CWW, the Coalition of Labor Union Women, LCLAA, and the Union Leadership Academy co-hosted the 4th Annual Women in Leadership Development (WILD) Conference at the LEC

**Additional Notes:**

- Professor Bob Angelo works with ULA and training union leaders for AFSCME, IFPTE and other unions.
- Professor Roy Kirkley's works with A Philip Randolph Institute, helping develop black leadership in trade unions and bring African Americans into the building trades.
- CWA Local 1034 Scholarship established by alumnus Carla Katz. Renamed Ed Diaz scholarship in honor of late alumnus Eduardo Diaz
- US AID and AFL-CIO training international labor leaders,

