

Verbose Panacea Concocted By Yale Professor to Cure Labor-Employer Ailments

By PETER EDSON

NEA Washington Correspondent

WASHINGTON — Harry Bridges, Joe Curran, John L. Lewis, Phil Murray, Walter Reuther, A. F. Whitney and the other big leaders of recent strikes should be made to go to Yale University. Up at Yale, it seems, they have what they call an Institute of Human Relations. In this I. of H. R. is a Labor and Management Center. Directing the I. and M. C. is a professor named E. Wight Bakke.

Now this Dr. Bakke has just evolved what he calls a "Tentative Theory of Adaptive Behavior" which, according to him, will avoid serious disputes and promote harmony in labor relations, if understood properly. The catch is just try to understand it. Of all the professional gobbledygook ever laid out, this wins the double banana split with cherries and nuts.

Dr. Bakke's hypothesis is stated in a course of nine holes, or "propositions" as he calls them. They're too long to reprint in full here, but a few sample quotes and pitch shots will give you the drift.

Remember, this is a course in how to prevent strikes.

"Proposition 1 — Individuals act within a structure of living composed of goals, personal resources, the framework and resources of the society in which they live, and routine behavior. The first three elements place heavy compulsion upon the fourth."

Isn't that ducky? You want to know what makes Phil Murray and Ben Fairless behave the way they do, and the Prof. tells you their routine behavior is compelled by the framework of their society. Having mastered this lesson, you may proceed to the next tee.

Now As to Equilibrium

"Proposition 2 — Normally this structure of living is in a state of equilibrium."

What the professor apparently means here is that when people have good jobs, they're satisfied. He merely says things the way he does to make them seem hard. But now he gives you his on-the-other-hand.

"Proposition 3 — If the equilibrium is unstable — men are aware of tensions with respect to their present situations. . . . In such a case they are prepared for adaptive behavior."

This is truly wonderful. Don't call a strike a strike any more. Call it "an adaptive behavior." Don't say men worry when they lose their jobs. Say, "Men are aware of tensions when their equilibrium is unstable." But get a load of what comes next.

"Proposition 4 — The introduction of any new force or factor into the lives of individuals creates a disequilibrium in their structure of living."

What the professor labored so hard to say here is that people get upset when things don't go right. But that's too simple.

When Things Get Tough

"Proposition 5 — In summary, the tensions and anxieties or hopes produced by a condition of unstable equilibrium or disequilibrium in the structure of living are stimuli to adaptive behavior."

In words of one syllable, Prof. you might say, "When things get tough, folks don't just sit on their fat backs — they get up and yell till they get what they want and if they don't get it they strike."

"Proposition 6 — In order to reduce these tensions, men search for suggestions. The suggestions may come from several sources."

That latter sentence is particularly helpful. Who besides a Yale professor could think more than one person would have a suggestion.

"Proposition 7 — From the roster of alternative suggestions those experimental actions or responses are made which appear most likely to re-establish equilibrium by direct methods to exploit opportunities, reduce inadequacies, restore consistency, remove threats, or resolve conflicts; or by indirect methods."

Old Truth Polished Up

Is he kidding? His last two points, you can jump.

"Proposition 8 — If experimental action is rewarding, it tends to be perpetuated. If it is punishing, it tends to be discarded."

"Proposition 9 — If the experimental action is punishing, another alternative response is tried until one is found which in practice is rewarding."

These seem to boil down into the old saw of, "If at first you don't succeed, try, try, again." It's a pretty good rule to follow in labor negotiations, too. But it takes a professor from Yale to discover these great truths.

Roseburg-Medford Grid Tilt Tickets Sell Rapidly Here

More than 550 Roseburg-Medford game tickets were sold here at noon yesterday, according to Harold J. Hickerson, secretary-manager of the Chamber of Commerce, in charge of the 1,000 tickets allotted Roseburg. A complete sellout is expected this afternoon.

The playoff game that decides the eleven to represent District 2 against the winner of District 1, will be held on the neutral field of Grants Pass, Medford refusing to play of Finlay Field and the Indians preferring not to play at Medford.

Tickets for grandstand and bleacher seats are priced at \$1.30, including tax, and student tickets are 50 cents upon showing a student body card. There are to be no reserved seats and Medford is erecting added bleachers for the huge throng of fans expected.

Farmyard experts have thickened the egg's white for better cooking.

Paper was used in China around 100 AD, more than 650 years before its use in Arabic world.

**Wanted
BUSINESS OPPORTUNITIES**
List With
Roseburg Realty Co.
Umpqua Hotel Lobby

Phone Service to Be Expanded; Crew Requires Rooms

Additional telephone service is in store for Roseburg subscribers, according to T. E. Bolles of the Western Electric Company, who issued a plea today for rooms for at least 15 men coming from Portland next week to start installation of new switchboards.

The Western Electric Company, Bolles explained, manufactures and installs all telephone equipment for the American Telephone and Telegraph Company, which includes the Pacific Telephone and Telegraph Company serving Roseburg.

"If Roseburg citizens are interested in better telephone service," he said, "we ask them to let us know if any rooms are available. I've had an ad in the News-Review for three days now, offering to pay \$21 a week for room and board, and I've had no answers."

The 15 men coming here cannot afford to pay the transient rates charged by hotels for rooms, he said.

Bolles could give no details regarding the expansion of telephone facilities here. Local officials of the telephone company would make no comments. It is believed that capacity of local, rural, and toll switchboards will be increased.

'Toy Open House' Yule Plan of Roseburg Store

First business house Christmas opening in Roseburg will take place Monday evening from 7 to 9 o'clock, as the Western Auto Supply store at 110 S. Stephens street holds its annual "Toy Open House."

Highlighting the party will be the showing of all the new toys, Jack C. Davis, local branch store

manager, said today. Free gifts for children, attending with their parents or an adult, will be given.

As well as unveiling the latest in auto accessories, Davis states the two-hour after-hours open house will feature displayed goods especially for the public's Christmas shopping list and include novel presents for children, sporting goods, furniture and household items, and auto supplies.

Morse One of Five Senators Heading For Tours Abroad

WASHINGTON, Nov. 14. — (AP) Five senators headed abroad today with the probability that half a dozen more will follow within a week.

Senators McMahon (D-Conn.) and Murray (D-Mont.) had reservations on the maiden voyage of the S. S. America. Senator Wherry (R-Neb.) made ready to sail — also from New York — on the Queen Elizabeth, and Senator Green (D-R. I.) planned to fly

to Nassau, Bahamas.

Senator Morse (R-Ore.) left for Europe last night.

Senator Taft (R-Ohio) and his wife are set to take off Nov. 21 on a vacation swing through northern South America, and several members of the senate war investigating committee have virtually decided to make a spot check on conditions in the American occupation zone in Germany.

Senators Brewster (R-Me.), Ferguson (R-Mich.), Knowland (R-Calif.), Kilgore (D-W. Va.), Mead (D-N. Y.) and possibly Briggs (D-Mo.) and Mitchell (D-Wash.) are likely members of the latter group.

McMahon, Wherry and Morse announced their separate journeys as individual inspection trips of the war-torn areas. McMahon, chairman of the senate atomic energy committee, said he also would talk to persons interested in atomic energy matters.

In New Jersey it is illegal to drive a stage coach on Sundays.

The Indians provided the venison and fowl for the Pilgrims' first Thanksgiving.

**When it rains
it pours**



MORTON'S SALT

PLAIN OR IODIZED

Didn't I tell you that
you could always
depend on it? *



Look what's coming my
way — Hills Bros Coffee!



2 GRINDS
REGULAR or
DRIP & GLASS-MAKER

Believe me, I get
compliments with
Hills Bros Coffee!

* Because of "Controlled Roasting," you can always depend on Hills Bros. Coffee. By roasting the blend a little at a time . . . continuously . . . the automatic control of this exclusive Hills Bros. process insures an even roast for every coffee bean — none overdone, none underdone. So when YOU buy Hills Bros. Coffee every pound has the same matchless flavor.



Hills Bros Coffee is packed in
both glass jars and cans

Since metal supplies are still limited, there may be occasional shortages of Hills Bros. Coffee in cans in your neighborhood.

reap yourself a harvest of
savings in Wards 4-day

Value Harvest



**STARTS
TODAY
ENDS
SATURDAY!**

**SPECIAL
SAVINGS!**



HANDBAGS IN SOFT SUPPLE PLASTICS

4.98

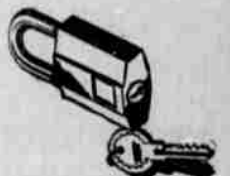
plus 20% Excise Tax

So much like leather that you'll hardly be able to tell the difference! And yet these Plastic bags won't scuff . . . they won't crack . . . they won't peel! We've neatly draped pouches, tailored underarms, smart tophandles . . . done in colors of calf-grained plastic to go with your every outfit! Carefully detailed, these bags are an outstanding value. See them today!



HANDY TROUBLE LIGHT
25 ft. rubber cord with
shock-proof plug

2.95



FIVE-DISC PADLOCK
Rustproof metal. Resists
picking! Two keys included.

39¢



PORCH LANTERN
Solid copper, marine-style,
with glass shade

2.39



FLUORESCENT FIXTURE
For an abundance of soft
light! 20-watt bulb incl.

7.35

READY-TO-PAINT BUNK BED

Only 20%
Down **42.95**

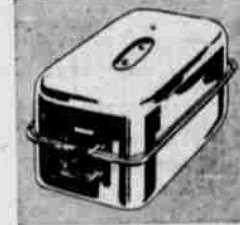
Finish it yourself and save! Well-constructed for rough usage and smoothly sanded. You can take it apart and make separate twin beds . . . using standard twin size springs, mattress.



FOR FRESH, NEW ROOMS USE KEM-TONE

Quart **98¢**

One coat covers most any surface! Dries quickly. Washable! Gallon . . . 2.98 4" Brush 1.95



ALUMINUM ROASTER

Holds up to 12 lbs. **5.37**

Heavy-gauge satin-finish. Adjustable vent on cover. Bottom and cover have handles on each end.



DRESS-UP SPORT SHIRTS FOR MEN!

3.98

Long sleeves, convertible collars, in smart rayon, rayon-and-cotton blends. Solid colors.



CHOOSE A CAROL BRENT SLIP-ON AT

2.98

They're gaily colored classics! In the softest, purest wool. Sizes 32 to 38. Famed for quality.



MEN'S WOOL PULLOVER SWEATERS

2.98

Swell for in-between weather! Attractive English rib knit of pure wool worsted. V-neck styles.



MEN'S WARM, STURDY SWEATERS

3.98

Smart coat style models, of 100% wool worsted yarns for extra long wear. Double elbows.



LOCKING PLIERS REDUCED!

2.25

Has a dozen different uses . . . as pliers, locking wrench, etc. Jaws stay locked when you let go.



DRESS HANDKERCHIEFS FOR MEN

25¢

They're fine quality white cotton and plenty roomy (about 17 in. sq.). Hemstitched borders.

Montgomery Ward

**The LABEL of
Good
JUDGMENT**



The MALETIS LABEL is the mark of excellence in wines . . . Products of the West's most modern Winery, MALETIS WINES bring you the full-bodied natural flavor of sun-ripened Western Fruits and Berries. When the occasion demands wine, use your "Good Judgement" . . . select MALETIS WINES.

Including:

- CHERRY
- CURRANT
- RHUBARB
- BLACKBERRY
- LOGANBERRY
- CONCORD GRAPE

**AT YOUR
WINE DEALERS**

**MALETIS
Wines**

The Full Flavor of Western Fruits & Berries

Distributed by COLUMBIA DISTRIBUTING CO.
1500 S.W. Harbor Drive • RR. 6506