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October 27, 1961

Mr. W. H. Chase
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750 Huron Road
Cleveland 15, Ohio

MERGER

Dear Warren:

I am sorry that I was not available when you called to discuss the draft of your letter to Dr. Berkner. Simon Presant took up the question of the insertion of "adversely" in the IRE Resolution with Mr. Tobin of their counsel. Presant doesn't think it is very important because he says the implication is there in either case. I don't know why some of our close readers on the Board of Directors didn't catch it when Haggerty was reading it and they were following the agenda copy. I guess it is not too important - provided it was not deliberately left out.

Further thinking about it reminds me that this whole phrase, beginning with "and it appearing" was an insertion by the lawyers in the original document that was read to you and recorded by you on the dictating machine in Detroit. You will recall that shortly after Mr. Haggerty's dictation of the resolution you talked with Presant, and he had several words to change and insertions to make including this one which he said had been agreed upon by their lawyer and would be inserted in their resolution. It was so inserted except for the word "adversely."

Presant was in here yesterday for a UET Board meeting and he called Tobin from my office and pointed out the omission to him. Tobin said he would look into it and call me back which he has not yet done.

In fact, I had lots of visitors yesterday. In addition to the UET Board meeting, the Eta Kappa Nu Jury of Award met here in our Board room and selected the "Outstanding Young Electrical Engineer" for 1961. The presentation will be on Monday night of our Winter General Meeting. It being the 25th Anniversary of this award program, special attention will be given to it. It is something that AIEE has carried on traditionally with Eta Kappa Nu since the beginning. A couple of years ago there was an effort on the part of some of the educators to pull it away from AIEE for the benefit of IRE. This was attractive to some of the young Eta Kappa Nu committeemen, but it was not carried out because as a pilot operation they tried a joint meeting with IRE during their March Convention and found it quite unsatisfactory. For the most part, they were "brushed off". It illustrates one of the features that I hope AIEE will bring

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to the consolidation. We are, I believe, much more inclined to be cooperative and, to the best of our ability, work along with everybody whether it is profitable or not. It may very well be that we have scattered our energies in this way and not made the progress that we should by concentrating on a few important activities and ignoring and avoiding other things. This may very well be the subject of serious conversations in the next few months. There may very well be those who feel that we dissipate entirely too much energy and substance in "playing school" with ECPD; "playing house" with UET; "playing politics" with NSPE; and just plain playing with EJC.

Hickernell was in the office both before and after the UET meeting and Jim Fairman called me up afterwards to tell me the same thing that Hick did. They were both quite dissatisfied with the UET meeting. In the first place, there was not a quorum. In the second place, some of the representatives of some of the societies talked in a fairly irresponsible fashion with no information to back it up. Both Hick and Jim were pretty well disgusted. Jim also told me of having been called by a reporter from the ELECTRONIC NEWS and questioned about his attitude relative to the merger. Jim went to some length to set him straight on the fact that we were just exploring and that the decision had not yet been made. However, it is my opinion that we are so completely committed now that it would be nothing short of tragic if it were found that we could not get through with it.

At this point in my dictation of this letter, I received a telephone call from you. While you indicated your intention to call back, you also said that you were preparing for a Board meeting. Consequently, I am not counting too strongly on your ability to find time for any further conversation today. I am, therefore, going to go ahead and put down here some of the things I might have wished to tell you on the telephone.

First, I did start to tell you that we are preparing a rather detailed statement relative to the merger plan for the December issue of ELECTRICAL ENGINEERING. As soon as it is ready, we will send it out to the Sections with a covering letter over your signature. (The rubber stamp we had made really looks pretty good). In this release to the Sections, I think we should urge them to discuss the matter and report in any reactions, particularly any questions that are not answered in the article. We will try to tabulate out a comparison of the two organizations from various view points: financial, membership, distribution, Sections, Branches, and so forth in such a way that our members will understand that AIEE is not really being swallowed up by a vastly larger and more wealthy organization. We will use the figures from the June issue of the ~~AIEE~~ ^{IRE} PROCEEDINGS which is the only public report that we know of made by ~~AIEE~~. I think I sent you a copy of these four pages recently. Gannett is going to run the story in his December issue also. I hope that we can exchange proofs before these go to print in the two magazines so that we don't have any arguments about the correct presentation of the material. I think it was a good idea that we checked carefully on the releases and particularly what we insisted on having exactly the same resolutions passed by both organizations. As I said before, I think this was a slip of the lawyers. Since they are the ones that inserted

the phrase with the missing word. I have not yet heard from Tobin who was supposed to call me and tell me whether IRE would be able to insert the missing word as an editorial change or whether it would take action by their Board or Executive Committee to correct it. I know I said this before in my letter, but this is being dictated somewhat later in the day. I may have to call Simon Presant again and find out what the thinking is. I hope that it was an oversight.

I regret that Harold Foote is not in a position to take on the international aspects of the problem. If he were not going to be handicapped as he indicated, I am sure that he would have done an excellent job. However, under the conditions I can fully understand why he should not undertake it.

One of our key people in the editorial office announced her intention to leave and take a job with John Wiley and Sons. I had her in the office this morning and offered her the same money that she would get there and tried to paint an exciting picture of the prospects for a variety of work resulting from the new and expanded publications contemplated after the merger. She appeared to be interested and claimed to be undecided when she left my office. She does not have a record of complete stability. She has quit and come back in the past and also taken about a year's leave of absence on one occasion just to travel. However, we are short-handed and we can't afford to lose many more people. She told me that she was definitely afraid that she wouldn't have any job after the merger. I don't know how many of our people are feeling that way. I tried to reassure them when I talked to them last Monday morning, but to most of them merger means staff reductions.

Yesterday, Dick Teare called up and we made the changes in the Intersociety Relations document relating to ASME, AIEE, and NSPE. The reporter from the CONSULTING ENGINEER was in here the other day and I gave her all the material about the merger that had been made public and said nothing about this other matter. However, she called me up shortly after she left the office and told me she had gotten a copy of this statement that you and the other two Presidents were supposed to sign and what was AIEE going to do about it. So, I told her. Apparently, she had gotten the copy from somebody in ASME or NSPE, and I thought it better to give her the facts than to let it be assumed that we had approved it. There is no telling what will finally appear in print.

This whole matter of our relations with NSPE will, I am afraid, come in for some drastic treatment during the merger considerations. It is my impression that the IRE people are not interested in registration nor in the kind of thing that NSPE does. Maybe I am wrong. Maybe they want to become more interested in these things. However, I did notice that some of our people, who have previously said nothing on the subject, were moved to express strong anti-NSPE opinions after the merger resolution had been passed. I believe there will be strong opposition to making the Membergrade contingent upon registration. I think those who are going to go into the questions of membership and grades should consider the suggestion that there be only two grades of membership: Member and Fellow.

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I sometimes fear that there is not enough distinction between Associate Member and Member to justify the effort that goes into trying to get Transfers. I have one wild idea, that is to the effect that we ought to drop all Affiliates and their equivalent in IRE and accept them only as subscribers to the magazine. We should make admission to the single Member grade contingent upon graduation from an acceptable college, or lacking that, a State license, or lacking that, by examination as the British do it.

I guess I better stop about here because such radical ideas will undoubtedly confirm your opinion that I need a vacation.

Cordially yours,

NSH:amd

N. S. Hibshman
Executive Secretary