

UNTY N S. Hibshman

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Schenectady, N. Y., April 26, 1956

Mr. M. D. Hooven, President
American Institute of Electrical Engineers
Electric Engineering Department
Public Service Electric & Gas Company
80 Park Place
Newark, New Jersey



Dear Morris:

I am glad of the opportunity to reply to your letter of April 12 to the Board of Directors. I wrote my letter of March 22 to the members of the Board as a report by one of their representatives to EJC hoping that it would stimulate discussion at the Board meeting at Dallas. My participation in that discussion would have been directed towards relieving our representatives to EJC of their directive to work to establish EJC as a unity organization based on individual membership. This would permit AIEE to work with EJC rather than in a contrary manner.

I am attaching, hereto, a copy of an article I wrote some time ago for the G.E. Review which expresses my views on organization of the engineering profession. In these views, there is a place for the technical societies, for EJC, and for NSPE. At some time, after more development of NSPE, it should be possible to bring NSPE into EJC. Then we can make an organization such as has been proposed by Walter Morton or by Plan C. It seems to me that the best way for AIEE to be true to its unity aims, is to participate wholeheartedly in EJC and at the same time to encourage and implement the growth and development of NSPE, the latter being the unity organization of individual members.

The constitution of EJC does not present it as a unity organization but rather as a federation of technical societies for the purpose of coordinating their joint activities. As such, there is important work for it to do as we all know from what it has been doing. Furthermore, it is one component of the ultimate unity organization of the Morton type or the Plan C type. NSPE is the other component. If we in AIEE believe in the Morton Plan, or Plan C, then I think it behooves us to work energetically and publicly for both EJC and NSPE. Eventually, when both organizations have grown to a marriageable condition, I think we might then establish an organization of the Morton or Plan C type. Our best opportunity to accomplish this is through the continued growth and development of NSPE. I think we should give NSPE the benefit of our recognition as the unity society of individual members. At the same time, we should plainly recognize EJC as the coordinating organization of the societies. Thus, we can develop the two parties which we eventually hope to marry. Our problem is to make them fall in love with one another or at least to recognize their need for each other. This is clearly not possible now with NSPE needing more development and, therefore, we should aid the growth of NSPE especially.

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These thoughts sum up to make me an advocate of Plan D (the NSPE Plan) with the belief that the development of the Morton Plan will be a simpler step after development of NSPE.

I think NSPE is the best means to oppose the growth of collective bargaining organizations of engineers. Engineers as individuals will form unity organizations of some sort at the industrial plant level and will need a state and national organization that they can join individually at the same time.

All the talk on unity damages NSPE in that it holds forth the false promise that an engineer will shortly be able to join one all-purpose society and, therefore, there is no need to join NSPE now in addition to his technical society. I like Jim Fairman's advice to quit talking about unity, confusing everybody, and start living and doing it. This means actively promoting NSPE, getting individuals to join it, and also developing EJC as a useful coordinating agency for the societies.

In regard to IRE, we in AIEE are not going to give up our activities and responsibilities which are duplicated by IRE. Thus, we and IRE are bound to be friendly competitors and on our part we must organize and pursue these activities with the greatest vigor and effectiveness that we can command. We must do it in a friendly spirit, wisely taking every opportunity for appropriate joint activity where it is to the advantage of our aims. The toughest and most critical problem for us is in the student branch area. Here, I think, our task is to put ourselves into the position of leadership, serving the interests of all electrical engineers whether they are electronics majors, or power majors, or majors in other fields of electrical engineering. This is a difficult task but not an impossible one, and we should set ourselves to accomplish it. I would be confident that we can do it. We must not be conservative, prestige-assuming, but rather youthful, inventive, and colorful on top of all the traditions and prestige that we have earned over many years.

Sincerely yours,



T. M. Linville

TML:JD

cc: W.B. Morton

To Board of Directors, AIEE

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