

Objects of the Taylor Society Incorporated

The objects of this Society are, through research, discussion, publication and other appropriate means:

1. To secure—for the common benefit of the community, the worker, the manager and the employer—understanding and intelligent direction of the principles of administration and management which govern organized effort for accomplishing industrial and other social purposes.
2. To secure the gradual elimination of unnecessary effort and of unduly burdensome toil in the accomplishment of the work of the world.
3. To promote the scientific study and teaching of the principles governing organized effort, and of the mechanisms of their adaptations and application under varying and changing conditions.
4. To promote general recognition of the fact that the evaluation and application of these principles and mechanisms are the mutual concern of the community, the worker, the manager and the employer.
5. To inspire in labor, manager and employer a constant adherence to the highest ethical conception of their individual and collective responsibility.

Membership

The membership of the Society comprises Members, Junior Members, Honorary Members, Life Members, Firm Members, Contributing Members and Student Associates. Application for membership should be made on a regular form which may be secured from the Society. New members may be elected directly to the grades marked*.

1. **Member*: An individual interested in the development of the science and the art of management as engineer, executive, operative, scientist, investigator or teacher. Minimum age 28. Initiation Fee, \$15. Annual dues including subscription to the Bulletin, \$20.
2. **Junior Member*: A younger member. A Junior Member may become a Member without payment of additional initiation fee at 28 years of age and must change to Member at 30 years. Initiation Fee, \$5. Annual dues including subscription to the Bulletin, \$10.
For any of the above grades a person engaged in educational work, state service, government service or the service of any other non-commercial enterprise of an eleemosynary nature shall pay one-half the initiation fee and one-half the annual dues of the grade to which elected.
3. **Honorary Member*: A member elected by the Board of Directors for exceptionally distinguished service in the advancement of the science and the art of management.
4. **Life Member*: Any Member who has prepaid all dues by the payment of \$500.
5. **Firm Member*: A firm or organization interested in the advancement of the science and the art of management which desires to make the service of the Society available to members of its organization. A firm member designates two representatives (who may be changed from time to time at the organization's discretion) who have all the rights and privileges of membership except the right to vote and to hold office. Annual dues, including two subscriptions to the Bulletin, \$40.
6. **Contributing Member*: Any individual, firm or organization desiring to promote the work of the Society by an annual contribution of \$100 or more. A contributing member has all the privileges of personal or firm membership, as the case may be, including one subscription to the Bulletin for each \$20 contributed.
7. **Student Associate*: A regularly enrolled student of management in any school of engineering, business administration, commerce or arts, of collegiate rank, or a graduate of such institution who has applied for membership not later than one year after graduation, elected upon recommendation of the instructor in charge of management courses. A Student Associate may become a Junior Member, without payment of initiation fee, any time after graduation and must become a Junior Member at the age of 25. Annual dues including subscription to the Bulletin, \$3.

All dues are payable in advance, either annually or in semi-annual instalments. The fiscal year is November 1 to October 31. Members elected other than at the beginning of the fiscal year are charged pro rata (quarterly) for the first year.

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Comment

AFTER the manner of the schoolmaster we give our members their text-book assignments for preparation for the December meeting. No. 1, for reading during the summer, is the recently published "Report of the (Hoover) Committee on Recent Economic Changes," No. 2, for reading in the fall, is the forthcoming Taylor Society book, "Scientific Management in American Industry." These assignments indicate the theme of the December meeting; it may be stated as follows:

Recent Economic Changes and Management
The Outstanding Problems of Today
The Emerging Problems of Tomorrow
The New Demands Upon Management

THE report of the Hoover Committee is a formidable-appearing two volumes, but we have discovered a formula which simplifies the labor of the reading. First, read the report of the Committee—the first seventeen pages. Second, read the "Introduction" to the main body of the report, by Edwin F. Gay—twelve pages. Third, read the "Summary" at the conclusion of each of the fifteen fact-reporting chapters or sections of chapters—some forty pages. Fourth, read the last chapter, "A Review," by Wesley C. Mitchell—seventy pages. Finally, turn back and browse through the fact-reporting chapters leisurely and in any order that one pleases, according to one's interests and the numerous questions which have arisen in one's mind.

FOR many questions will have arisen in the reader's mind. This report is a quantitative and not a qualitative analysis. The questions it answers are of the what and how-much class; the questions it does not answer, but stimulates, are of the how, why and what-the-consequence class. It is to the latter class of questions that attention should now be directed, a factual basis for study having been provided by the report. To industrial executives who look ahead the general question is, what effect are these changes having, and what further effect will they have, on the status of particular industries in industry generally, and on purposes, policies, plans and methods of management?

*McGraw-Hill Book Company, New York.

†Harper & Brothers, New York. Announced on the back cover of this issue.