



Special Collections and University Archives

**The Donald S. McPherson Collection
Manuscript Group 166**

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Last Modified June 29, 2016**

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Donald S. McPherson Collection, Manuscript Group 166
Indiana University of Pennsylvania, Special Collections and University Archives
4 boxes, 4 linear feet

Biographical Note

Donald Scott McPherson was raised in Sharon, Pennsylvania. He graduated from IUP with a BA in History and Political Science in 1969. During his undergraduate years he served as Editor-in-Chief of the student newspaper, the *Indiana Penn* (1966) and as elected President of the Student Government Association (1967). He married Linda Jo Leighty who is also a 1969 graduate of IUP and a member of Alpha Sigma Alpha Sorority.

McPherson earned his MA in History from IUP in 1971, concentrating in Labor History. In 1977, he earned his PhD in History from the University of Pittsburgh. He joined the IUP faculty as Assistant Dean of Men (Instructor) in September 1969. He was appointed Director of Residence Life in 1971 and served in that position, also teaching a graduate course (Tenured 1972, Assistant Professor, 1973) in the History of Higher Education in the Student Affairs in Higher Education (SAHE) graduate program, until 1977.

In 1977, McPherson transferred to the newly established graduate department of Employment and Labor Relations and served as its founding chairperson (1977-1986). His teaching fields included Grievance Processing and Arbitration, Employment Law, Employment Discrimination, Dispute Resolution, Labor History, and Creative Problem Solving. He was promoted to Associate Professor in 1978 and Professor in 1981. In 1993, Dr. McPherson was named Distinguished University Professor. He retired from IUP as Professor Emeritus in 2004.

His university service included: Vice President (1971-1975) and President (1975-1979) of the IUP Alumni Association; Foundation for IUP Board of Directors (1977-1982); Advisory Member, IUP Council of Trustees (1978-1980); IUP Presidential Search Committee (1984-1985); and University Division Co-Chair, IUP Capital Campaign (1987). He was the chair of the Presidential Inauguration Committee (1984-1985); chair of the Presidential Commission on Cost Reduction Alternatives (1991); served on the IUP 125th Anniversary Committee (1999-2000); and he served on the Task Force on Developing PASSHE Employee Competencies in 2001.

Dr. McPherson received the IUP Board of Trustees Citation for Outstanding Service in 1979; the Commonwealth of Pennsylvania Certificate for Distinguished Academic Service in 1981; and the Commonwealth of Pennsylvania Distinguished Faculty Award for Exceptional Academic Service in 1983. He is a recipient of the IUP Distinguished Alumni Award (1983).

In addition to his labor and employment relations experience in graduate teaching and in training and continuing education, Dr. McPherson served as Grievance Chair (1978), elected President (1980) and Past President (1981) of the IUP Chapter of the Association of Pennsylvania State College and University Faculty (APSCUF).

Following his APSCUF service, Dr. McPherson began a professional career as a labor arbitrator in 1981 and practiced part-time until his retirement from IUP in 2004, continuing as a full-time arbitrator thereafter. He is listed on the rosters of the American Arbitration Association, the Federal Mediation and Conciliation Service, the Arbitration and Mediation Service, the National Mediation Board, and the Pennsylvania Bureau of Mediation. He also serves as a permanent arbitrator on panels in the steel, manufacturing, public employment, uniformed services, utilities, higher education, and telecommunications industries.

In 1992, Dr. McPherson was elected to the National Academy of Arbitrators (NAA), a not-for-profit professional and honorary organization of labor arbitrators. He was elected to a three-year term on the NAA Board of Governors (2008-2010). Dr. McPherson was elected National Vice President of the NAA in 2013, and he was re-elected in 2014.

Scope and Content

The Donald S. McPherson Collection contains two series: Series I contains Labor Arbitration Opinions and Awards (1981-present); and Series II contains IUP Memorabilia such as IUP photographs, and commemorative memorabilia from Alpha Sigma Alpha and the 1987 IUP Capital Campaign. The material included in Series I of the collection includes neutral opinions and final and binding labor arbitration awards as well as advisory fact finding reports issued by Dr. McPherson from 1981 to the present. It does not include case files of notes, transcripts, briefs and evidentiary material which were considered in issuing the opinions and awards.

Provenance

Donated by Dr. McPherson from his personal and professional files.

Restrictions

The labor arbitration opinions and awards in the collection are privately issued to the parties to the respective proceedings, and the parties have not given permission to publish these documents. No arbitration opinion and/or award may be published or circulated in any manner without first redacting the names of the employer and union who are parties to the proceeding.

Processor

In 2014, the collection was initially organized and the finding aid was written by the IUP Special Collections & University Archives. Dr. McPherson donated the last four years of arbitration and his scholarly publications in 2016.

Container List

Series I: Labor Arbitration Opinions and Awards

Box 1 Labor Arbitration Opinions and Awards, 1982-1997 (20 folders)

1. Labor Arbitration Opinions and Awards, 1982-1984

- a. Grievance Number: 6A-1294 (Hearing: February 5, 1982): Jones & Laughlin Steel Corporation, Aliquippa Works vs. United Steelworkers of America, Local Union 1211
 - b. Grievance Number: 6A-1304 (Hearing: February 5, 1982): Jones & Laughlin Steel Corporation, Aliquippa Works vs. United Steelworkers of America, Local Union 1211
 - c. Grievance Number: 8A-990 (Hearing: February 5, 1982): Jones & Laughlin Steel Corporation, Aliquippa Works vs. United Steelworkers of America, Local Union 1211
 - d. Grievance Number: SPCr 81-49 (Hearing: May 19, 1982): United States Steel Corporation, Christy Park Plant vs. United Steelworkers of America, Local Union 1514
 - e. Grievance Number: EH-82-231 (Hearing: September 28, 1982): United States Steel Corporation, Homestead Works vs. United Steelworkers of America, Local Union 1397
 - f. Grievance Number: EH-82-232 (Hearing: September 28, 1982): United Steel Corporation, Homestead Works vs. United Steelworkers of America, Local Union 1397
 - g. Grievance Number: EH-82-233 (Hearing: September 28, 1982): United Steel Corporation, Homestead Works vs. United Steelworkers of America, Local Union 1397
 - h. Grievance Number: EH-1-82 (Hearing: November 22, 1982): Pine-Richland School District (formerly Babcock School District) vs. Pine-Richland Education Association (formerly Babcock Education Association)
 - i. Grievance Number: ED-83-26 (Hearing: August 3, 1983): United States Steel Corporation, Duquesne Works vs. United Steelworkers of America, Local Union 1256
 - j. Grievance Number: 9-82/83 (Hearing: December 21, 1983): Penn Cambria School District vs. Penn Cambria Education Association
 - k. Grievance Number: 14-84; Arbitration Case: 81-5-84 (Hearing: April 24, 1984): United Mine Workers of America, District 5, Local Union 1378 vs. Tunnelton Mining Company
 - l. Grievance Number: 2/1983-1984 (Hearing: May 15, 1984): Burgettstown Area School District vs. Burgettstown Area Education Association
 - m. Case Number: PERA-F-84-521-W (Hearing: October 23, 1984): Cambria Heights School District vs. Cambria Heights Education Association
2. Labor Arbitration Opinions and Awards, 1985
 3. Labor Arbitration Opinions and Awards, 1986
 4. Labor Arbitration Opinions and Awards, 1987
 5. Labor Arbitration Opinions and Awards, 1988
 6. Labor Arbitration Opinions and Awards, 1989-1990 (1)
 7. Labor Arbitration Opinions and Awards, 1989-1990 (2)
 8. Labor Arbitration Opinions and Awards, 1991 (1)
 9. Labor Arbitration Opinions and Awards, 1991 (2)
 10. Labor Arbitration Opinions and Awards, 1992
 11. Labor Arbitration Opinions and Awards, 1993 (1)

12. Labor Arbitration Opinions and Awards, 1993 (2)
13. Labor Arbitration Opinions and Awards, 1994 (1)
14. Labor Arbitration Opinions and Awards, 1994 (2)
15. Labor Arbitration Opinions and Awards, 1995 (1)
16. Labor Arbitration Opinions and Awards, 1995 (2)
17. Labor Arbitration Opinions and Awards, 1996 (1)
18. Labor Arbitration Opinions and Awards, 1996 (2)
19. Labor Arbitration Opinions and Awards, 1997 (1)
20. Labor Arbitration Opinions and Awards, 1997 (2)

Series I: Labor Arbitration Opinions and Awards

Box 2 Labor Arbitration Opinions and Awards, 1998-2006 (21 folders)

1. Labor Arbitration Opinions and Awards, 1998 (1)
2. Labor Arbitration Opinions and Awards, 1998 (2)
3. Labor Arbitration Opinions and Awards, 1999 (1)
4. Labor Arbitration Opinions and Awards, 1999 (2)
5. Labor Arbitration Opinions and Awards, 2000 (1)
6. Labor Arbitration Opinions and Awards, 2000 (2)
7. Labor Arbitration Opinions and Awards, 2001 (1)
8. Labor Arbitration Opinions and Awards, 2001 (2)
9. Labor Arbitration Opinions and Awards, 2002 (1)
10. Labor Arbitration Opinions and Awards, 2002 (2)
11. Labor Arbitration Opinions and Awards, 2003 (1)
12. Labor Arbitration Opinions and Awards, 2003 (2)
13. Labor Arbitration Opinions and Awards, 2003 (3)
14. Labor Arbitration Opinions and Awards, 2004 (1)
15. Labor Arbitration Opinions and Awards, 2004 (2)
16. Labor Arbitration Opinions and Awards, 2004 (3)
17. Labor Arbitration Opinions and Awards, 2005 (1)
18. Labor Arbitration Opinions and Awards, 2005 (2)
19. Labor Arbitration Opinions and Awards, 2006 (1)
20. Labor Arbitration Opinions and Awards, 2006 (2)
21. Labor Arbitration Opinions and Awards, 2006 (3)

Series I: Labor Arbitration Opinions and Awards

Box 3 Labor Arbitration Opinions and Awards, 2007-2012 (15 folders)

1. Labor Arbitration Opinions and Awards, 2007 (1)
2. Labor Arbitration Opinions and Awards, 2007 (2)
3. Labor Arbitration Opinions and Awards, 2008 (1)
4. Labor Arbitration Opinions and Awards, 2008 (2)
5. Labor Arbitration Opinions and Awards, 2009 (1)
6. Labor Arbitration Opinions and Awards, 2009 (2)
7. Labor Arbitration Opinions and Awards, 2010 (1)
8. Labor Arbitration Opinions and Awards, 2010 (2)
9. Labor Arbitration Opinions and Awards, 2011 (1)
10. Labor Arbitration Opinions and Awards, 2011 (2)

11. Labor Arbitration Opinions and Awards, 2012 (1)
12. Labor Arbitration Opinions and Awards, 2012 (2)
13. Labor Arbitration Opinions and Awards, 2013
14. Labor Arbitration Opinions and Awards, 2014
15. Labor Arbitration Opinions and Awards, 2015
16. Labor Arbitration: Resumes – Dr. Donald McPherson

Box 4 McPherson Collection (Series II-IV)

Series II: IUP Memorabilia, 1967-1987 (5 folders)

1. IUP Photographs, 1967 (3 Black & White, 8x10 photographs)
 - a. Student Government Blood Drive Registration (photograph appeared in *The Penn*, Spring 1967 or Fall 1967. Left to Right: David Orr '69; Linda Leighty McPherson '69; ?; Don McPherson '69, Student Government Association (SGA) President; Linda McGowan '69?; and Elwood Sheeder, Dean of Men and SGA Advisor, 1967
 - b. Spring 1967 presentation on behalf of the Student Government Association at reception honoring Nancy J. Newkerk upon completion of her service as Dean of Women, Cleo McCracken began service as Newkerk's successor in Fall 1967. Nancy Newkerk later returned to IUP in Career Services Department. Left to Right: Don McPherson '69, SGA President; Nancy J. Newkerk, Dean of Women; Willis E. Pratt, IUP President; over Dr. Pratt's right shoulder is Mary L. Esch, IUP Registrar. Photograph appeared in the *Indiana Gazette* and *IUP Alumni News*, 1967
 - c. Fall 1971 identified photograph of the IUP Student Affairs Administrators and Staff team from the IUP Student Affairs Administrators and Staff vs. Student Government Association (SGA) touch football game. The Student Affairs Administrators and Staff won, and the photograph includes: Bill Srsic, Assistant Director of Financial Aid; Donald S. McPherson, Director of Residence Life; George Murdoch, Director of Financial Aid; Owen Dougherty, Assistant Dean of Men; Roy Moss, Director of Career Services; Ron Thomas, Dean of Men; Bill Shane, Assistant Director of Admissions; Trevor Hadley, Dean of Students, team coach; Chris Knowlton, Director of Student Cooperative Association; Bill Glenn, Assistant Director of Admissions; Fred Dakak, Director of Admissions; Jim Laughlin, Associate Dean of Students; and Jack Frank, Assistant Dean of Men.
2. IUP Memorabilia: Alpha Sigma Alpha Sorority (Linda Leighty McPherson), 1966-1972
 - a. Linda Leighty McPherson's red and white Alpha Sigma Alpha sorority dink
 - b. Commemorative mug (wood, plastic, and rope), Spring Pledge Dance, 1966
 - c. Jefferson Cup (pewter), Spring Pledge Dance, 1967
 - d. Commemorative glass (pewter and glass), Fall Pledge Dance, 1972
3. IUP Memorabilia donated by Linda Leighty McPherson, Class of 1969 and M '76, and Dr. Donald S. McPherson, Class of 1969 and M '71
 - a. IUP Libraries Handbook, 1976
 - b. Guide to the Library Card Catalog, no date (1970s)
4. IUP Memorabilia: IUP Capital Campaign, 1987 (3 items)
 - a. Glass coaster with IUP logo of John Sutton Hall, 1987

- b. Jefferson cup (pewter), IUP Capital Campaign, Victory Celebration, October 30, 1987 (2) – one on display
 - c. Souvenir plate from the 1987 IUP Capital Campaign Victory Celebration, October 30, 1987
5. I-Cards of Donald S. McPherson, 1970-2000s

Box 4 McPherson Collection (continued)

Series III: IUP Syllabi Workbooks (4 folders)

- 1. ILR 641: Negotiating Grievance Settlements, Fall 2003
- 2. ILR 622: Cases in Employment Discrimination, Spring 2002-2004
- 3. ILR 641: Resolving Grievances: A Practical Approach, Spring 2002-2004
- 4. ILR 651: Conflict Resolution, Summer 2002, and Spring 2002-2003

Box 4 McPherson Collection (continued)

Series IV: Scholarship and Speeches (8 folders)

- 1. Scholarship, 1972-1980
 - a. *Pennsylvania History: Quarterly Journal of the Pennsylvania Historical Association*, Volume XXXIX, Number 2, April 1972. McPherson, Donald S. (April 1972). "The Little Steel Strike of 1937 in Johnstown, Pennsylvania."
 - b. *The Western Pennsylvania Historical Magazine*, Volume 56 Number 2, April 1973. McPherson, Donald S. (April 1973). "Mechanics' Institutes and the Pittsburgh Workingman, 1830-1840."
 - c. Industrial Relations Research Association Series: Proceedings of the Thirty-Second Annual Meeting, Atlanta, Georgia, December 28-30, 1979
 - d. Practical Labor Relations: A Collections of Readings, 1980
 - e. McPherson, Donald S. (June 1980). "Unionism's effect on faculty pay: Handicapping the available data," *Monthly Labor Review*. U.S. Department of Labor, Bureau of Labor Statistics.
- 2. Scholarship, 1982-1983
 - a. *Labor Studies Journal*, Volume 7, Number 2, Fall 1982. Book Review of *The State of the Scottish Working-Class in 1843*.
 - b. McPherson, Donald S. (1983). *Instructor's Manual: Resolving Grievances: A Practical Approach*. Reston, Virginia: Reston Publishing Company.
 - c. *Labor Studies Journal*, Volume 8, Number 2, Fall 1983. Book Review of *MBO Can Work! How to Manage by Contrast*.
 - d. McPherson, Donald S. (1983). *Resolving Grievances: A Practical Approach*. Reston, Virginia: Reston Publishing Company. Photograph and Publication
 - e. *Personnel Administrator: Diversified Workforce*, August 1983
- 3. Scholarship, 1984-1987
 - a. *Labor Studies Journal*, Volume 9, Number 2, Fall 1984. Book Review of *The Logic of Solidarity: Artisans and Industrial Workers in Three French Towns, 1871-1914*.
 - b. *Personnel Administrator: Employment Testing*, September 1985
 - c. *Perspective: The Labor Arbitration Information System*, October 1986. The Inside Perspective: Arbitrator Spotlight – Donald Scott McPherson
 - d. *Labor Law Journal*, Volume 38, Number 7, July 1987. McPherson, Donald S.

- (July 1987). "The Evolving Concept of Just Cause: Carroll R. Daugherty and the Requirement of Disciplinary Due Process."
4. Scholarship, 1989-1990
 - a. *Labor Studies Journal*, Volume 14, Number 4, Winter 1989. Book Review of *Arbitration: The Seven Tests of Just Cause*.
 - b. Industrial Relations Research Association Series: Proceedings of the Forty-Second Annual Meeting, Atlanta, Georgia, December 28-30, 1989
 - c. *Labor Law Journal*, Volume 41, Number 11, November 1990. McPherson, Donald S. (November 1990). "Grievance Mediation and Grievance Negotiation Skills: Building Collaborative Relationships."
 5. Scholarship, 1992
 - a. *Labor Studies Journal*, Volume 17, Number 1, Spring 1992. Book Review of *Discharge for Cause: Arbitral Enforcement under the Collective Bargaining Agreement*.
 - b. *Workplace Topics: AFL-CIO Department of Economic Research*.
 6. Scholarship, 1994-1995
 - a. Industrial Relations Research Association Series: Proceedings of the Forty-Sixth Annual Meeting, Boston, Massachusetts, January 3-5, 1994
 - b. Industrial Relations Research Association Series: Proceedings of the Forty-Sixth Annual Meeting, Washington, DC, January 6-8, 1995
 7. Scholarship, 1997
 - a. *Labor Studies Journal*, Volume 22, Number 2, Summer 1997.
 8. Speeches and Written Addresses
 - a. Speech: IUP Fall Faculty Workshop by Donald S. McPherson, President of IUP APSCUF, September 2, 1980 (2 copies)
 - b. IUP APSCUF Newsletter: On Beating Swords into Plowshares: A Proposed "Apology" for Using the "T" Word Again (T for Teaching), September 1988
 - c. IUP Honors Convocation Address: Work, Conflict and Community: The Measure of Excellence, Dr. Donald McPherson, University Professor, April 10, 1994