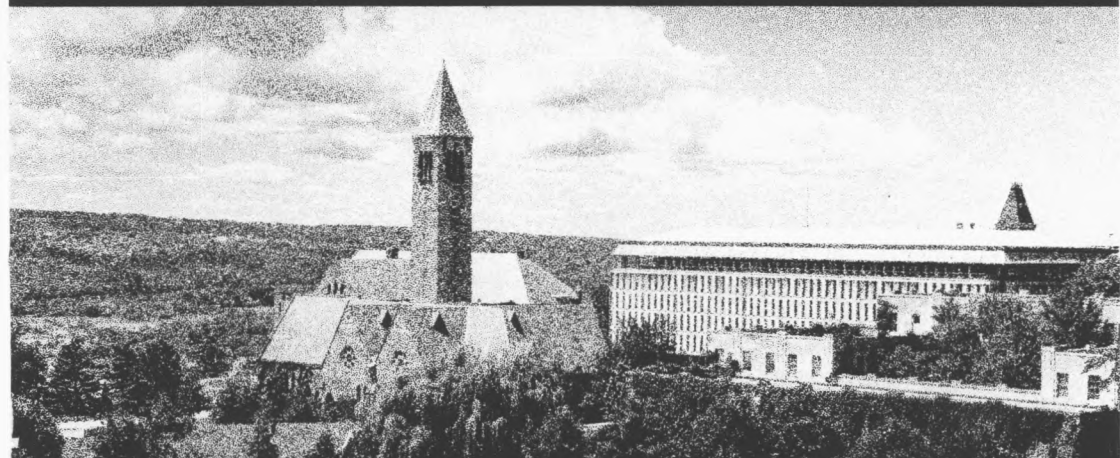


Cornell University



**Graduate Study
at the
School of Industrial
and
Labor Relations**

Graduate Study at ILR

School of Industrial and Labor Relations

A Statutory College
of the State University
at Cornell University
Ithaca, New York

Cornell University (ISSN 0744-4605)

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Cornell Academic Calendar

1987-88

Fall Semester

Registration begins	Thursday, August 27
Registration ends	Friday, August 28
Instruction begins	Monday, August 31
Fall recess begins	Sunday, October 18
Instruction resumes	Wednesday, October 21
Thanksgiving recess begins	Wednesday, November 25, 1:10 p.m.
Instruction resumes	Monday, November 30
Last day of instruction	Wednesday, December 9
Study period begins	Thursday, December 10
Study period ends	Sunday, December 13
Final examinations begin	Monday, December 14
Final examinations end	Wednesday, December 23

Spring Semester

Registration begins	Thursday, January 21
Registration ends	Friday, January 22
Instruction begins	Monday, January 25
Spring recess begins	Sunday, March 20
Instruction resumes	Monday, March 28
Last day of instruction	Saturday, May 7
Study period begins	Sunday, May 8
Study period ends	Wednesday, May 11
Final examinations begin	Thursday, May 12
Final examinations end	Saturday, May 21
Commencement	Sunday, May 29

1988-89

Fall Semester

Registration begins	Thursday, August 25
Registration ends	Friday, August 26
Instruction begins	Monday, August 29
Fall recess begins	Sunday, October 23
Instruction resumes	Wednesday, October 26
Thanksgiving recess begins	Wednesday, November 23, 1:10 p.m.
Instruction resumes	Monday, November 28
Last day of instruction	Wednesday, December 7
Study period begins	Thursday, December 8
Study period ends	Monday, December 12
Final examinations begin	Tuesday, December 13
Final examinations end	Thursday, December 22

Spring Semester

Registration begins	Thursday, January 19
Registration ends	Friday, January 20
Instruction begins	Monday, January 23
Spring recess begins	Sunday, March 19
Instruction resumes	Monday, March 27
Last day of instruction	Saturday, May 6
Study period begins	Sunday, May 7
Study period ends	Wednesday, May 10
Final examinations begin	Thursday, May 11
Final examinations end	Saturday, May 20
Commencement	Sunday, May 28

This calendar is subject to modification and is not legally binding.

In enacting this calendar, the university has scheduled classes, laboratories, and examinations on religious holidays. It is the intent of the university that students who miss those activities because of religious observances be given adequate opportunity to make up the missed work.

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The courses and curricula described in this catalog, and the teaching personnel listed herein, are subject to change at any time by official action of Cornell University.



The University

The New York State School of Industrial and Labor Relations is located at the center of the Cornell University campus in Ithaca, New York.

Since its founding in 1865 as a place "where any person can find instruction in any study," the university has been devoted to academic excellence, vitality, and diversity. Cornell is both a private Ivy League institution and the land-grant institution of New York State; eleven of its schools and colleges are located at Ithaca. Together they provide a range for study that is rare on a single campus.

The Cornell campus of 740 acres is rightly celebrated for its natural beauty; it is situated on a hill overlooking Cayuga Lake, in a magnificent setting cut by deep gorges and with expansive views of the surrounding countryside. Cornell offers first-rate academic and recreational facilities, including one of the major academic library systems in the United States, with holdings of nearly five million volumes; excellent and easily accessible computing facilities; extensive laboratories and equipment; and a spectacular art museum.

Ithaca is a small city of character and charm; its population is about forty thousand, including students. Nearby are the scenic countryside, state parks, the Finger Lakes Trails, and ski facilities. The area offers a unique combination of cosmopolitan atmosphere and rural setting.





ILR and Cornell

The School of Industrial and Labor Relations (ILR) at Cornell grew out of the turmoil and labor strife that characterized the American economy in the 1930s. It was envisioned as an institution where scholars and practitioners from such fields as economics, history, law, sociology, psychology, and government could investigate the special problems of collective bargaining, organizational behavior, labor-market economics, human-resource planning, labor law, and social statistics. The new legitimacy of labor unions and collective bargaining called for the development of expertise on both sides of the bargaining table.

ILR was the first institution of its kind in the country; it was authorized by an act of the New York State Legislature in 1944 and began resident instruction at Cornell on November 5, 1945. After the creation of the State University of New York (SUNY) in 1948, ILR, as one of the four state-supported units at Cornell, became an integral part of SUNY as well. It has five divisions of operation: (1) undergraduate and graduate resident instruction, (2) extension and public service, (3) research, (4) publications, and (5) a library.

Instruction leading to undergraduate and graduate degrees is provided on the Ithaca campus to students preparing for careers in the field. Men and women already working in industrial relations, and the general public, take classes through the extension



and public service division, which has five regional offices throughout the state. Practicing professionals in the New York metropolitan area can pursue graduate studies through a joint degree program at the Bernard M. Baruch College of the City University of New York.

The research division supports the development of material for resident and extension teaching at the school, as well as for other studies in the field of industrial and labor relations. The publications division publishes and distributes much of this material. ILR faculty members also publish their research in books and various professional journals.



Graduate Study at ILR

More than one hundred students are enrolled in graduate study in industrial and labor relations, one of the largest graduate fields in the university. Graduate students may study for the degree of Master of Industrial and Labor Relations (M.I.L.R.), Master of Science (M.S.), or Doctor of Philosophy (Ph.D.).

Graduate study at Cornell, which is organized by fields rather than by departments or schools, is intended to integrate faculty members and students throughout the university along lines of common interest. Although ILR graduate students do most of their work in the school, they have ready access to other courses and facilities at Cornell. They draw most frequently on the Departments of Economics, Government, History, Psychology, and Sociology and on the Law School and the Johnson Graduate School of Management.

Since progress in graduate study depends to a great extent on the individual ILR student's background, no course requirements are imposed by the Graduate School except for those students in the M.I.L.R. program. Each M.S. or Ph.D. degree candidate develops a program under the direction of his or her Special Committee, composed of graduate faculty members chosen by the student. Each student selects courses on the basis of academic background and specific career interests; this tailor-made program may include

courses offered in any department or college of the university.

Research

Graduate students frequently have the opportunity to work with faculty members on research projects dealing with a variety of problems. Some examples of current major projects, listed with the supervising professors, are:

Merit pay in public education
(S. Bacharach, R. E. Doherty,
R. Ehrenberg, D. B. Lipsky)

Employee ownership and labor-managed firms (T. H. Hammer, R. N. Stern,
W. F. Whyte)

Discipline and discharge of tenured teachers (J. A. Gross, R. E. Doherty)

Labor in developing countries (G. Fields)

Immigration and the labor force
(V. M. Briggs)

Employee assistance programs
(H. M. Trice)

Social security, private pensions, and the retirement decision (G. Fields,
O. S. Mitchell)

Workers' compensation and occupational safety and health (J. F. Burton, R. S. Smith)



Industrial relations in transition (H. Katz)

Compensation policies and firm performance (R. Ehrenberg, G. T. Milkovich)

History of minority workers in America (N. Salvatore, C. Daniel, J. A. Gross)

Utility analysis of human-resource decisions (J. Boudreau, S. L. Rynes, L. D. Dyer)

Statistical methods (I. Blumen, A. Hadi, P. J. McCarthy, P. Velleman)

The research division can supply additional information about these projects. Prospective graduate students who have questions about research assistantships and fellowships should write to the ILR Graduate Office, Cornell University, 158 Ives Hall, Ithaca, New York 14851-0952.



Extension and Public Service

Extension programs are offered with and without college credit for labor, management, government, civic, educational, and community groups throughout New York State.

Some graduate students work with the extension staff and clientele as extension interns. This work may involve conducting research, developing teaching materials, and participating in the division's adult education programs.

ILR Press

ILR is a major publisher of industrial and labor relations materials. The school's *Industrial and Labor Relations Review* is widely recognized as the leading professional journal in the field.

ILR Press is one of the foremost academic publishers in the field of industrial and labor relations. Its publications range from pamphlets on practical issues to major scholarly studies, reflecting a commitment to serve both practitioners and scholars. ILR Press publications are used in courses and training programs across the country. They are widely reviewed and have frequently been honored with awards. Authors are academics and practitioners from all over the world, including members of the ILR faculty. Manuscripts are accepted for publication only after favorable review by authorities in the field and recommendation by the school's Research and Publications Committee.

Library

The school's Martin P. Catherwood Library is the most comprehensive of its kind in the nation. Students have access to manuscripts and other primary documents housed in the Labor-Management Documentation Center as well as to the comprehensive collection of books, periodicals, loose-leaf services, and indexes. On-line bibliographic services and full text files are used extensively.

The library staff assist students, scholars, and practitioners to find and use information sources in all the disciplines that contribute to the study of industrial relations. Research in the many topics covered by the school's six departments is fully supported by the Martin P. Catherwood Library's collections and services. In addition, the entire Cornell University library system is open to graduate students. With holdings of nearly five million volumes, the Cornell library system ranks eleventh among academic research libraries.



Admission

It is the policy of Cornell University actively to support equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, age, or handicap. The university is committed to the maintenance of affirmative action programs which will assure the continuation of such equality of opportunity.

Cornell University is committed to assisting those handicapped students who have special needs. A brochure describing services for the handicapped student may be obtained by writing to the Office of Equal Opportunity, Cornell University, 234 Day Hall, Ithaca, New York 14853-2801. Questions or requests for special assistance may also be directed to that office.

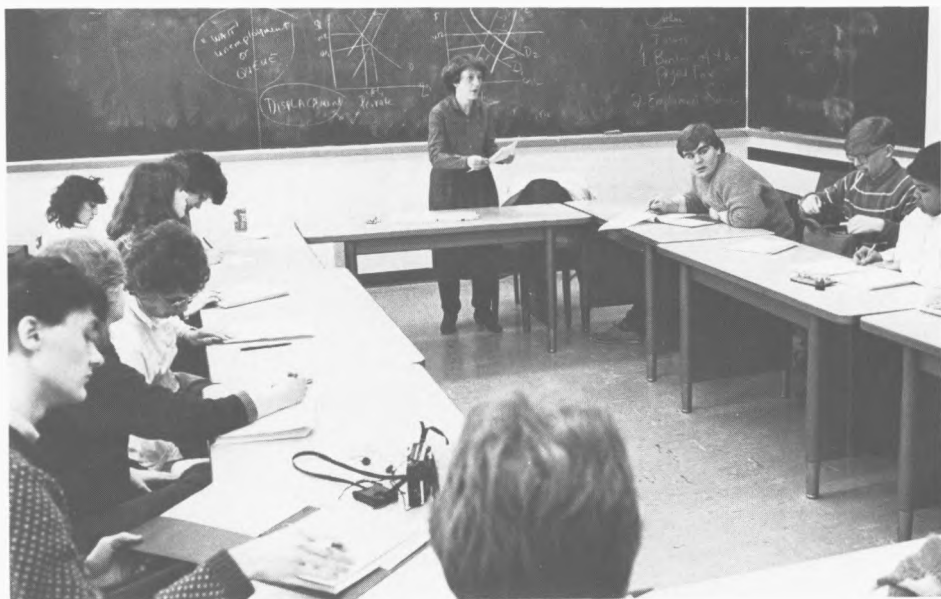
Candidates for advanced degrees in the graduate Field of Industrial and Labor Relations are admitted to the Graduate School primarily on the basis of their academic preparation and recommendations from teachers. Other factors relevant to the

applicant's degree interest may also be taken into account. Interviews are not required. Application forms are available from the Graduate School, Cornell University, Sage Graduate Center, Ithaca, New York 14853-6201.

Completed applications should be returned to the Graduate School by January 15 for September admission and by October 31 for January admission. Although late applications are accepted, delay reduces the probability of admission and of financial aid. To be considered for fellowships, applicants need to complete their applications before January 30.

Candidacy for the M.S. degree is normally open to students who are well prepared in one or more of the social sciences at the undergraduate level.

Applicants to the Ph.D. program should have advanced academic training in the social sciences, concentrated in one or more of the following fields: anthropology, economics, government, history, psychology, sociology, statistics. Applicants are usually expected to have a master's degree in a subject related to their intended program. Direct admission with only a bachelor's degree is possible in exceptional cases.



Applicants for admission as M.I.L.R. degree candidates are evaluated on the basis of their general academic preparation and performance. Other criteria are identical to those applied to all degree candidates.

Applicants for any of the advanced degrees may occasionally be recommended for admission as provisional candidates. Provisional candidacy is appropriate if it is initially difficult to appraise the qualifications of a candidate but there is promise of ability to complete the program successfully.

When staff and facilities are available, a limited number of persons may be admitted as non-degree candidates for a period of not more than two terms of residence. Noncandidate status is designed for those who want to supplement academic or work experience with advanced training. Admission of non-degree candidates depends in each case on the merits of the applicant's proposed program of study and on evidence of an ability to benefit from it.

Applicants are required to submit the results of the Graduate Record Examinations (GRE) aptitude test. Other tests, such as the Graduate Study in Business Test and the Law School Aptitude Test, may not be substituted. Information concerning times and places of administration of the GRE may be obtained by writing to the Educational Testing Service, CN6000, Princeton, New Jersey 08540-6000. Since results of the GRE may not be available for at least six weeks after the test is taken, applicants are advised to take the test well in advance of the application deadline.

It is strongly recommended that the GRE be taken by those applicants for whom English is a second language. Such applicants are required to submit results of the Test of English as a Foreign Language. Details on this examination appear in the catalog of the Graduate School.

Expenses

Current tuition for graduate students in ILR is estimated at \$2,835 for each academic semester, payable prior to registration. The catalog of the Graduate School provides

further information on fee payment and refunds.

The amount, time, and manner of payment of tuition, fees, or other charges may be changed at any time without notice.

It is difficult to estimate living costs, since they depend to a great extent on the individual's standard of living. However, for the 1987-88 academic year (nine months) it is estimated that living expenses will be approximately \$7,950 for a single graduate student and about \$11,410 for a married couple (plus about \$1,820 per child).

Graduate Assistantships

A graduate assistant in ILR receives a full tuition waiver plus a monthly stipend that varies with the number of terms of assistantship. Salaries for ILR graduate assistants for the 1987-88 academic year range from \$6,400 to \$6,700 plus tuition. In return the student can expect an average weekly assignment of fifteen hours of work in instruction, research, extension programs, or the library. Assistants may be appointed for a semester or for the academic year.

Scholarships and Fellowships

The Cornell University Graduate School administers a number of general scholarships and fellowships for which ILR students are eligible. Fellowships and scholarships normally include a waiver of tuition. Applicants who want to be considered for financial aid must so indicate on their admission application.

ILR annually awards a few tuition scholarships to promising graduate students who do not hold assistantships. ILR students are also eligible for the following restricted fellowships:

Eleanor Emerson Memorial Fellowship in
Labor Education
Dorothy Funt Memorial Fellowship
Ford Motor Company Assistantship
Industrial and Labor Relations Graduate
Fellowship
Exxon Minority Fellowship
David L. Berman Citicorp Fellowship
Bernard P. Lampert Scholarship



Theodore S. Lisberger Memorial
Scholarship
Frances L. Perkins Memorial Fellowship
GTE Fellowship
Cyrus Ching Memorial Fellowship

Decisions concerning the awarding of all tuition scholarships, assistantships, and restricted fellowships are made by the ILR Graduate Committee.

Professional Opportunities

People with graduate degrees from ILR work in business and industry, organized labor, government, or education.

Jobs in business usually involve hiring, training, wage and salary administration, employee services and benefits, safety, labor relations, public relations, or research. In organized labor, jobs may be in the line structure of the union, such as organizing, or in technical staff functions, such as research, public relations, and educational work.

Graduates who work for municipal, state, or federal government agencies may be administrative assistants, industrial-relations

assistants, personnel technicians, economists, technical aides, or research associates. Some qualify to enter the foreign service (Department of State) or obtain assignments with such agencies as the Tennessee Valley Authority, the Atomic Energy Commission, the National Labor Relations Board, the Department of Labor, and the Federal Mediation and Conciliation Service.

Graduates use their training in public-service agencies, such as hospitals; in research organizations, trade associations, and chambers of commerce; or in municipal administration.

Many Ph.D. degree recipients are on the faculties of major universities and colleges, most often in the departments of economics, sociology, psychology, and management or in schools of business administration or labor relations.

ILR operates a full-time placement service for students and alumni. The placement officer in the ILR Office of Career Services communicates with several hundred recruiters from industry, labor, and all levels of government. Representatives from about one hundred organizations come to the campus each year to interview interested students. The placement services of the Cornell Career Center are also available to ILR students.

Housing

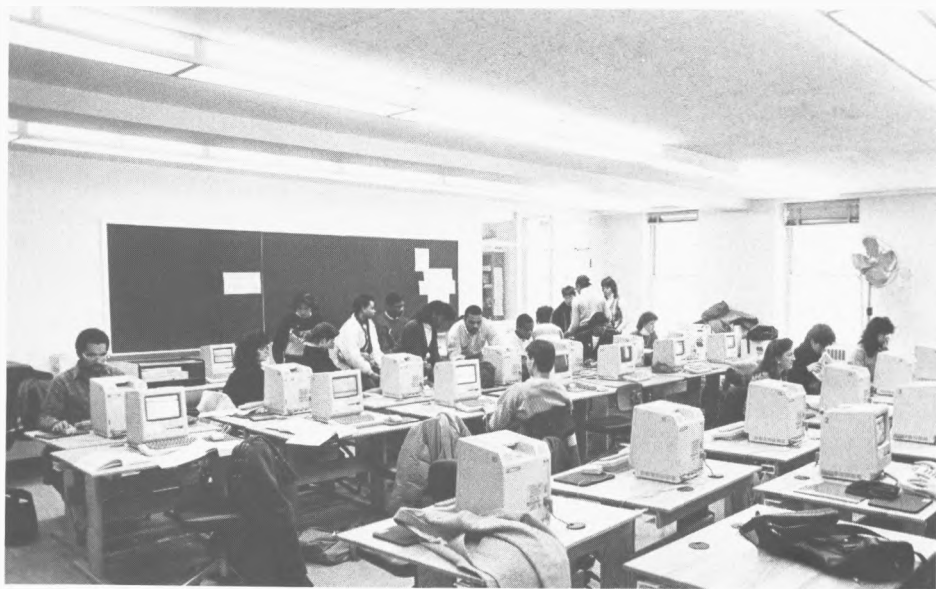
Single graduate students who want to live in on-campus housing should contact the Housing Assignment Office, Cornell University, 1142 North Balch Hall, Ithaca, New York 14853-1401. Because space in on-campus halls is limited, applications for university housing should be mailed as soon as possible after notice of acceptance to the university has been received.

Schuyler House, the largest of the graduate residence halls, houses 155 men and women. It is located near the southwest entrance to campus in the Collegetown neighborhood. Three small graduate residences, 112 Edgemoor, the Oaks, and Thurston Court Apartments, provide housing for about 100 students. In addition to the graduate residences, some of the university's residential program houses also

accept some single graduate students. Information and applications are available from the Housing Assignment Office.

Cornell maintains three family-housing complexes of unfurnished apartments accommodating a total of 419 families. Cornell Quarters, Pleasant Grove Apartments, and Hasbrouck Apartments. Students may contact the Family Housing Office, Cornell University, Building 40, Hasbrouck Apartments, Ithaca, New York 14850-2662, for further information and application forms.

Information about off-campus housing is available from the Off-Campus Housing Office, Cornell University, 103 Barnes Hall, Ithaca, New York 14853-1601. Listings of available housing are posted in that office but are not mailed out, because the housing situation changes daily. Students are advised to visit Ithaca well in advance of matriculation to find off-campus housing.





Graduate Degree Requirements

Residence requirements for the various degrees are calculated in units: one residence unit is one regular academic semester of satisfactory full-time study.

M.S. and Ph.D. Special Committee

The M.S. or Ph.D. degree candidate plans practically all courses, research work, and projects in consultation with his or her Special Committee.

The student first selects the Special Committee chairperson, representing the major area, who can then suggest appropriate minor areas and faculty members who might serve as minor committee members. Because it is difficult to get to know all faculty members in a department in a few days, degree candidates often have an adviser appointed for them for the first semester.

Even though a student may not have formed a committee before classes start, selection of courses need not be hampered during the first semester. Formal registration precedes the beginning of classes, but students are not required to enroll in courses during the first two weeks of the semester. This interval allows students to attend a few sessions of several courses before selecting the three or four they will take.

M.S. and Ph.D. Major and Minor Subjects

Candidates for the M.S. or the Ph.D. degree engage in a considerable amount of independent study. The following subject requirements represent minimum expectations and are intended to be a basis for further investigation.

Collective bargaining, labor law, and labor history.

A Ph.D. degree candidate majoring in this subject must show proficiency in the following areas of knowledge: (1) history of the labor movement and of collective bargaining in the United States; (2) history of unionism and labor relations in major industries; (3) theories of labor unionism and collective bargaining; (4) structure, government, administration, and activities of the labor movement and of major national unions; (5) structures, procedures, practices, and major issues in collective bargaining; (6) federal and state legislation, and leading cases in labor-relations law; (7) the methods and implications of different forms of dispute settlement, both private and governmental; (8) history and problems of labor movements and labor relations in other countries; (9) bibliography and other major sources of information on collective bargaining and labor unionism; and (10) research methodology. For area 10, the course ILR 723 or an acceptable substitute is required; ILR 703 is strongly recommended.

For a Ph.D. degree candidate minoring in this subject, areas 1, 3, 4, 5, 6, and 7 are required.

For an M.S. degree candidate majoring in this subject, areas 1, 4, 5, 6, 7, and 10 are required.

For an M.S. degree candidate minoring in this subject, areas 1, 4, and 5 are required.

Economic and social statistics. The requirements for candidates majoring and minoring in this subject are the same, but major candidates need a more advanced knowledge. Students must show (1) thorough understanding of the principles of statistical reasoning, including the mathematical statistics required for their development; (2) proficiency in the use of statistical methods and in the processing of statistical data; and (3) competence in applying the proper statistical tools of analysis to a specific topic in economics or social studies.

International and comparative labor relations. Students selecting this subject as a major are generally expected to acquire a knowledge of (1) the principal institutions and issues in the industrial-relations systems of the major Western countries; (2) the principal elements and issues in the industrial-relations systems of less-developed countries; (3) the historical development of labor movements and labor-management relations in the major countries of Western Europe; and (4) the problems of employment and income determination in developing economies. For a minor in this area, intensive study in some areas may replace extensive study in all. Detailed requirements for majors and minors are set by the student's Special Committee. Ph.D. degree candidates are required to demonstrate a working knowledge of a foreign language.

Labor economics. To major or minor in this subject, the candidate must have (1) a comprehensive knowledge of historical development and current issues in the area of employment and income; (2) an understanding of labor-market models and the quantitative tools necessary to analyze



problems in the field; (3) a knowledge of the significant legislation dealing with income employment and employee welfare; and (4) a detailed acquaintance with the literature and sources of information in the field.

Organizational behavior. This subject involves the analysis of human behavior in organizations; emphasis is placed on individual human behavior, organizations in society, and industrial society. The program of study incorporates behavioral science disciplines and emphasizes organizational problems.

Ph.D. degree candidates who major in this subject take a department examination after completing two semesters of study; otherwise the basic requirements for majoring or minoring in this subject are the same except that those majoring in it are expected to demonstrate a more-advanced knowledge.

M.S. and Ph.D. degree candidates majoring or minoring in this subject normally complete the core offering, ILR 520–521, Micro and Macro Organizational Behavior and Analysis. Depending on the student's program, the courses may be taken in the

same semester or in different semesters; either course may precede the other. In addition, those majoring in this subject normally take ILR 723–724, Behavioral Research Theory, Strategy, and Methods I and II, and an appropriate statistics course.

Personnel and human-resource studies.

This subject offers a specialization in personnel management or in human-resource studies. The personnel major focuses on the employer-employee relationship and deals with such topics as human-resource planning, staffing, computer applications to personnel, personnel information systems, training, management development, performance appraisal, compensation administration, organization development, and the sociological environment of personnel management.

The human-resource major focuses on government efforts to enhance the employability of the nation's human resources. Although primarily concerned with public-sector measures that influence the supply of labor (for example, training, education, health, mobility, and immigration), the subject area also includes job-creation policies that relate to the demand for labor (for example, public-service employment, economic development, targeted-tax credit programs, and private-sector employment initiatives). Practical field study, internships, and other direct contacts with organizations are encouraged; the program is oriented toward action research.

Candidates majoring in personnel or human resources must demonstrate (1) knowledge of historical foundations, significant legislation, and current human-resource issues; (2) knowledge and skills in planning, analyzing, administering, and evaluating personnel and human-resource programs; (3) ability to recognize, investigate, and analyze human-resource problems, using appropriate research methods and quantitative methods; and (4) thorough knowledge of the literature and sources of information in this field.

The requirements for knowledge and competence in this subject are less comprehensive when it is taken as a minor rather than as a major.

Industrial and labor-relations problems.

This subject is available only as a minor to graduate students in fields of study other than industrial and labor relations. Candidates minoring in this subject normally complete three to five courses designed to give a general understanding of the field of industrial and labor relations.

M.S. Program

Students who have already developed a specific interest within the field of industrial and labor relations may pursue more-concentrated work through the M.S. program. M.S. degree candidates undertake specialized study in a major and a minor subject and complete a thesis in the major field.

Major subjects are chosen from those listed in the previous section; the candidate's minor subject may also be selected from this list or from other subjects taught at the university and approved as minor fields by the Graduate School.

Each candidate for the M.S. degree works under the direction of his or her Special Committee of two faculty members, a chairperson from the major area of study and a representative from the minor area.

Other details concerning the M.S. degree are described in the catalog of the Graduate School.

Ph.D. Program

A student in the Ph.D. program works under the direction of his or her Special Committee of three faculty members: a chairperson from the major area of study and a representative from each of the two minor areas. Requirements set by the Graduate School for the Ph.D. degree include six units of residence credit at the graduate level; satisfactory work, as determined by the student's Special Committee, in the major subject area and the two minor areas; successful completion of the admission to candidacy examination, which must be taken before the start of the seventh residence unit; and submission of a satisfactory dissertation.

The Field of Industrial and Labor Relations has set the following additional requirements: completion of a master's degree program (waived in cases of unusual promise); a qualifying examination before the end of the first semester to review the candidate's academic preparation and determine a course of study; selection of one of the two required minors from outside the field of industrial and labor relations; and acquisition of teaching experience during the graduate study.

Further information appears in the catalog of the Graduate School.

M.I.L.R. Program

The program leading to the M.I.L.R. degree is particularly suitable for students who have taken only a few courses in the field and who anticipate employment in business, labor organizations, or government. In most cases it is more appropriate than the M.S. degree for those who intend to seek employment at the completion of their degree program rather than to pursue further studies. Candidates for this degree study under the direction of an assigned or selected faculty adviser.

More structured than the other graduate degree programs, this program requires the satisfactory completion of forty-five credits and no fewer than thirteen courses, nine of which are determined by the school:

- ILR 500 Collective Bargaining
- ILR 501 Labor-Relations Law and Legislation
- ILR 502 Labor Union History and Administration
- ILR 510 Statistical Methods for the Social Sciences I
- ILR 511 Statistical Methods for the Social Sciences II
- ILR 520 or 521 Micro or Macro Organizational Behavior and Analysis
- ILR 540 Labor Economics
- ILR 541 Social Security and Protective Labor Legislation
- ILR 560 Personnel Management

Candidates may waive one or more of these required courses by demonstrating competence to the department concerned. In such cases another course of the student's own choosing must be taken. The six electives may be selected from within the school or from other sections of the university.

A minimum of two units of residence for the M.I.L.R. degree has been established by the Graduate School; however, four semesters are normally required to complete the program.

A special M.I.L.R. program exists for candidates possessing a law degree or a master's degree in business administration. This program requires two semesters of residence and completion of the nine required courses above. Up to two additional elective courses or seminars chosen from the curriculum of the school may be substituted by petition for required M.I.L.R. courses if the candidate can demonstrate adequate prior training or experience in the areas to be waived.

M.S.I.L.R. Program

The ILR School also offers a joint M.S.I.L.R. (Master of Science in Industrial and Labor Relations) degree with the Bernard M. Baruch College of the City University of New York. The Baruch-Cornell M.S.I.L.R. program is designed for industrial and labor relations professionals who work or reside in the New York metropolitan area and who wish to pursue part-time graduate study while continuing full-time employment. Classes meet at Baruch College in New York City.

For specific information about the M.S.I.L.R. program's curriculum, application procedures, and tuition, contact Jonathan Lipman, Program Director, Baruch/Cornell M.S.I.L.R. Program, 17 Lexington Avenue, Box 300, New York, New York 10010, or call 212/725-3250 or 725-3255.

Courses

Collective Bargaining, Labor Law, and Labor History

G. Korman, chair; G. Brooks, J. F. Burton, T. Crivens, D. E. Cullen, C. Daniel, I. DeVault, R. E. Doherty, R. Donovan, M. E. Gold, C. Gramm, J. A. Gross, H. Katz, R. L. Lieberwitz, D. B. Lipsky, P. Ross, N. Salvatore

301 Labor Union Administration Fall. 3 credits. Prerequisites: ILR 100 and 201. G. Brooks, C. Daniel.

303 Research Seminar in the Social History of American Workers Spring. 4 credits. Open, with permission of the instructor, only to upperclass students who have demonstrated the ability to undertake independent work. G. Korman.

304 Seminar in the History, Administration, and Theories of Industrial Relations in the United States Fall or spring. 4 credits. Prerequisite: permission of instructor. C. Daniel, I. DeVault, G. Korman.

305 Labor in Industrializing America: 1865–1920 Fall. 3 credits. Prerequisites: ILR 100 and 101. N. Salvatore.

381 Jewish Workers in Europe and America, 1835–1948 Spring. 4 credits. G. Korman.

382 American Capitalists and Workers since 1840 Fall. 4 credits. G. Korman.

400 Union Organizing Spring. 2 credits. G. Korman.

403 The Law of Workers' Compensation Spring, weeks 1–7. 2 credits. Prerequisite: ILR 201 or 501 or permission of instructor. J. F. Burton.

406 History of the Black Worker in the United States Fall. 3 credits. Prerequisite: ILR 100. J. A. Gross.

407 Contemporary Trade-Union Movement Spring. 3 credits. Prerequisite: ILR 100 or 502 or permission of instructor. C. Daniel, N. Salvatore.

484 Employment Discrimination and the Law Fall or spring. 4 credits. Prerequisite: ILR 201 or 501 or equivalent. T. Crivens, M. E. Gold.

485 The Law of Occupational Safety and Health Spring, weeks 8–14. 2 credits. Prerequisite: ILR 201 or 501 or permission of instructor. J. F. Burton.

500 Collective Bargaining Fall or spring. 3 credits. Open only to graduate students. D. E. Cullen, C. Gramm, H. Katz, D. B. Lipsky.

501 Labor-Relations Law and Legislation Fall or spring. 3 credits. T. Crivens, M. E. Gold, J. A. Gross, R. L. Lieberwitz.

502 History of Industrial Relations in the United States since 1865 Fall or spring. 3 credits. C. Daniel, I. DeVault, G. Korman, N. Salvatore.

600 Advanced Seminar in Labor Arbitration Spring. 3 credits. Open only to juniors, seniors, and graduate students. Prerequisite: ILR 602 or equivalent. J. A. Gross.

601 The Bargaining Process: Theory and Practice Fall. 3 credits. Prerequisite: ILR 200 or 500. D. Lipsky.

602 Arbitration Fall or spring. 4 credits. Prerequisite: ILR 200 or 500. J. A. Gross.

603 Governmental Adjustment of Labor Disputes Fall or spring. 3 credits. Prerequisite: ILR 200 or 500. D. E. Cullen.

604 Readings in the Literature of American Radicalism and Dissent Fall or spring. 3 credits. Open only to seniors and graduate students. N. Salvatore.

605 Readings in the History of Industrial Relations in the United States Fall. 3 credits. Open only to seniors and graduate students. Prerequisites: seniors, ILR 100 and 101; graduate students, ILR 502. C. Daniel, G. Korman.

606 Theories of Industrial Relations Systems Fall or spring. 3 credits. Open only to seniors and graduate students. Prerequisites: seniors, ILR 100 and 101; graduate students, ILR 502. C. Daniel, H. Katz, G. Korman.

607 Arbitration and Public Policy Spring. 3 credits. Limited to 10 ILR students and 10 law students. Prerequisite: permission of instructor. J. A. Gross.

608 Special Topics in Collective Bargaining, Labor Law, and Legislation Fall or spring. 3 credits. Prerequisite: ILR 201 or 502. J. F. Burton, T. Crivens, J. A. Gross, P. Ross.

609 The Law of Workers' Compensation Fall. 3 or 4 credits. J. F. Burton.

651 Industrial Relations in Transition Spring. 3 credits. Limited to seniors and graduate students. H. Katz.

655 Employment Law Spring. 3 credits. Prerequisite: undergraduates, ILR 201; graduate students, ILR 501. M. E. Gold, C. Gramm, J. F. Burton.

680 Problems in Union Democracy Fall or spring. 3 credits. M. E. Gold, P. Ross.

681 Labor-Relations Law 3 credits. Prerequisite: ILR 201 or 501 or equivalent. M. E. Gold.

682 Seminar in Labor-Relations Law and Legislation Fall or spring. 3 credits. Enrollment limited. Prerequisite: permission of instructor. R. L. Lieberwitz.

683 Special Topics in the History, Administration, and Theories of Industrial Relations Fall or spring. 3 credits. Prerequisites: ILR 100 and 101, or 502. G. Brooks, C. Daniel, I. DeVault, G. Korman, N. Salvatore.

685 Collective Bargaining in Public Education Spring. 3 credits. Enrollment limited. Prerequisite: permission of instructor. R. E. Doherty.

686 Collective Bargaining in the Public Sector Fall or spring. 3 credits. Prerequisites: ILR 201 and 200, or 500 and 501. J. F. Burton, R. Donovan, P. Ross.

687 Current Issues in Collective Bargaining Fall or spring. 3 credits. Prerequisite: ILR 200 or 500. D. E. Cullen, D. B. Lipsky, P. Ross.

688 Political Economy of Collective Bargaining Fall. 3 credits. Prerequisite: ILR 200, 240, 500 or 540, or permission of instructor. H. Katz.

689 Constitutional Aspects of Labor Law Spring. 3 credits. R. L. Lieberwitz.

703 Theory and Research in Collective Bargaining Spring. 3 credits. Open only to graduate students. Prerequisites: ILR 500 and 723 or equivalent. Recommended: a statistics course beyond the level of ILR 510. D. B. Lipsky.

705 The Economics of Collective Bargaining Spring. 3 credits. Prerequisites: ILR 500 or 540, or equivalent, and an understanding of multiple regression analysis, or permission of instructor. H. Katz.

784 Employment Discrimination and the Law Fall or spring. 4 credits. Prerequisite: ILR 501 or equivalent. T. Crivens, M. E. Gold.

798 Internship Fall or spring. Credit to be arranged. Individual research by graduate students who have been selected for internship. Research must be conducted under the direction of a member of the faculty.

799 Directed Studies Fall or spring. Credit to be arranged. Individual research conducted under the direction of a member of the faculty.

980 Workshop in Collective Bargaining, Labor Law, and Labor History Fall and spring. 2 credits. Enrollment limited to M.S. and Ph.D. degree candidates in the department. S-U grades only.

Economic and Social Statistics

P. J. McCarthy, chair; I. Blumen, A. Hadi, P. Velleman, M. Wells

310 Design of Sample Surveys Spring. 3 credits. Prerequisite: one course in statistics. P. McCarthy.

312 Applied Regression Methods Fall. 3 credits. Prerequisite: ILR 211 or equivalent. A. Hadi.

410 Techniques of Multivariate Analysis Fall. 3 credits. Prerequisite: ILR 511 or equivalent. I. Blumen.

411 Statistical Analysis of Qualitative Data Spring. 3 credits. Prerequisite: ILR 511 or equivalent. I. Blumen.

510 Statistical Methods for the Social Sciences I Fall or spring. 4 credits. Staff.

511 Statistical Methods for the Social Sciences II Spring. 3 credits. Prerequisite: ILR 510 or equivalent introductory statistics course. Staff.

610 Seminar in Modern Data Analysis Fall. 3 credits. Prerequisite: ILR 511 or the equivalent. P. Velleman.

711 Advanced Topics in Linear Regression Spring. 3 credits. Prerequisite: ILR 321 or permission of instructor. A. Hadi.

712 Theory of Sampling 3 credits. Prerequisites: calculus and at least one course in mathematical statistics. P. McCarthy.

799 Directed Studies Fall or spring. Credit to be arranged. Individual research conducted under the direction of a member of the faculty.

International and Comparative Labor Relations

G. Fields, chair; M. G. Clark, W. Galenson, J. P. Windmuller

430 European Labor History Fall. 3 credits. J. P. Windmuller.

530 Comparative Industrial Relations Systems I Fall. 3 credits. Prerequisite: for non-ILR graduate students, permission of instructor. J. P. Windmuller.

531 Comparative Industrial Relations Systems II Spring. 3 credits. Open only to graduate students. J. P. Windmuller.

532 Labor in Developing Economies Spring. 3 credits. G. Fields.

799 Directed Studies Fall or spring. Credit to be arranged. Individual research conducted under the direction of a member of the faculty.

Labor Economics

G. Fields, chair; J. Abowd, G. Boyer, J. F. Burton, M. G. Clark, R. Ehrenberg, R. M. Hutchens, G. Jakobson, O. S. Mitchell, R. S. Smith

343 Problems in Labor Economics Fall or spring. 3 credits. Special topics in labor economics. Staff.

344 Comparative Economic Systems: Soviet Russia Fall. 4 credits. M. G. Clark.

441 Income Distribution Fall. 3 credits. Open only to upperclass and graduate students. R. M. Hutchens.

540 Labor Economics Fall or spring. 3 credits. Required of graduate students majoring or minoring in labor economics and of M.I.L.R. degree candidates. Prerequisite: Economics 101–102 or equivalent. Staff.

541 Social Security and Protective Labor Legislation Spring. 3 credits. Normally required of graduate students majoring or minoring in labor economics; required of M.I.L.R. degree candidates. Staff.

640 The Economics of Employee Benefits Spring. 3 credits. Open only to juniors, seniors, and graduate students. O. S. Mitchell.

642 Work and Welfare: Interactions between Cash-Transfer Programs and the Labor Market Fall. 3 credits. Prerequisite: some familiarity with microeconomics. R. M. Hutchens.

643 Special Topics in Labor Economics Fall or spring. 3 credits. See the department chairperson for a current listing. Staff.

644 The Economics of Occupational Safety and Health Spring. 3 credits. R. S. Smith.

645 Politics and Markets Fall. 4 credits. R. Frank.

646 Economics of Discrimination Fall. 3 credits. O. S. Mitchell.

647 Evaluating Social Programs Fall. 4 credits. R. Ehrenberg.

744 Seminar in Labor Economics Fall. 3 credits. R. Ehrenberg.

745 Seminar in Labor Economics Spring. 3 credits. R. M. Hutchens, G. Jakubson.

799 Directed Studies Fall or spring. Credit to be arranged. Individual research conducted under the direction of a member of the faculty.

940 Workshop in Labor Economics Fall or spring. 3 credits. Staff.

Organizational Behavior

R. N. Stern, chair; S. Bacharach, S. Barley, L. W. Gruenfeld, T. H. Hammer, P. Tolbert, H. M. Trice, L. K. Williams

322 Comparative Theories of Organizational Behavior and Social Character Fall. 4 Credits. L. W. Gruenfeld.

324 Organizations and Deviant Behavior Spring. 3 credits. Limited to 40 students. Prerequisite: one or more courses in both sociology and psychology. H. M. Trice.

326 Sociology of Occupations Fall or spring. 3 credits. Limited to 45 students. Prerequisite: one or more courses in sociology and permission of instructor. H. M. Trice.

328 Cooperation, Competition, and Conflict Resolution Spring. 4 credits. Prerequisite: two courses in social psychology or the equivalent. Staff.

329 Organizational Cultures Fall or spring. 3 credits. Limited to 45 students. Prerequisites: one or more courses in sociology and permission of instructor. H. M. Trice.

371 Individual Differences and Organizational Behavior Fall. 4 credits. There are no formal prerequisites for this course. However, some acquaintance with the substance and methods of behavioral or social science is helpful. L. W. Gruenfeld.

372 Sociological Models of Organizations Spring. 3 credits. Prerequisites: ILR 120 and 121 or equivalent. P. Tolbert.

373 Organizational Behavior Simulations Spring. 3 credits. R. N. Stern.

374 Technology and the Worker Fall. 3 credits. S. Barley.

420 Group Processes Fall. 4 credits. L. W. Gruenfeld.

422 Groups in Work Organizations Fall. 4 credits. Staff.

423 Evaluation of Social-Action Programs Fall. 3 credits. H. M. Trice.

425 Sociology of Industrial Conflict Spring. 4 credits. R. N. Stern.

426 Theories of Industrial Society Fall. 4 credits. Prerequisite: ILR 120 and permission of instructor. S. Bacharach.

427 The Professions: Organization and Control Fall. 4 credits. P. Tolbert.

520 Micro Organizational Behavior and Analysis Fall. 3 credits. Staff.

521 Macro Organizational Behavior and Analysis Spring. 3 credits. Staff.

620 Theories of Organizational Change, Innovation, and Evaluation Fall. 4 credits. Prerequisites: two organizational behavior courses at the 300 level or advanced courses in sociology or psychology. H. M. Trice.

622 The Organization and Its Environment Spring. 3 credits. Prerequisites: two organizational behavior courses at the 300 level or advanced courses in sociology or psychology. P. Tolbert.

623 Critical Issues in Social Theory Spring. 4 credits. S. Bacharach.

624 Groups in Work Organizations Fall. 4 credits. Enrollment limited. Prerequisites: Senior standing, and ILR 371 or ILR 629 or equivalent, or permission of instructor. L. W. Gruenfeld.

626 Science and Innovation in Industry Fall. 3 credits. Prerequisites: ILR 120 or 121; ILR 520 or 521, or permission of instructor. S. Barley.

628 Cross-cultural Studies of Organizational Behavior Fall or spring. 3 credits. Prerequisite: ILR 520 or 521 or equivalent. L. W. Gruenfeld.

629 Personality in Organization Fall. 3 credits. Prerequisite: ILR 371 or 520 or equivalent. L. W. Gruenfeld.

670 Sociological Study of Power Fall. 3 credits. S. Bacharach.

673 Personality Differences in Organizational Behavior Fall. 3 credits. L. W. Gruenfeld.

674 Social Regulation and Control of Institutions Spring (seven weeks only). 2 credits. Prerequisites: two organizational behavior courses at the 300 level or advanced courses in sociology or psychology. R. N. Stern.

675 Theories of Industrial Society Spring. 2 or 4 credits. Prerequisites: two organizational behavior courses at the 300 level or advanced courses in sociology or psychology. S. Bacharach, R. N. Stern.

676 Systems of Labor Participation in Management Fall. 4 credits. T. H. Hammer.

677 Seminar in Field Research Spring. 4 credits. Enrollment limited. Prerequisite: permission of instructor. H. M. Trice.

678 Seminar in Field Research II Spring. 4 credits. Prerequisites: ILR 677 and permission of instructor. H. M. Trice.

720 Issues of Measurement in Research on Organizations Fall. 3 credits. T. H. Hammer.

721 Advanced Micro Organizational Behavior and Analysis Fall or spring. 3 credits. Staff.

722 Advanced Macro Organizational Behavior and Analysis Fall or spring. 3 credits. Staff.

723 Behavioral Research Theory, Strategy, and Methods I Fall. 4 credits. L. K. Williams.

724 Behavioral Research Theory, Strategy, and Methods II Spring. 4 credits. Designed to meet the needs of M.S. and Ph.D. degree candidates majoring in organizational behavior, but other graduate students may enroll. P. Tolbert, T. H. Hammer.

725 Analysis of Published Research in Organizational Behavior Fall. 3 credits. Prerequisites: ILR 520–521 and two courses in statistics. Staff.

726 Organizational Behavior III 3 credits. Prerequisite: ILR 520–521 or equivalent. Staff.

728 Seminar on Work Motivation and Job Design Spring. 2 or 4 credits. Prerequisite: ILR 520–521. T. H. Hammer.

729 Organizational Change and Intervention Fall. 3 credits. Graduate students only; no exceptions. L. K. Williams.

799 Directed Studies Fall or spring. Credit to be arranged. Individual research conducted under the direction of a member of the faculty.

Personnel and Human-Resource Studies

R. F. Risley, chair; J. Bishop, J. Boudreau, V. M. Briggs, L. D. Dyer, W. W. Frank, B. Gerhart, G. T. Milkovich, S. L. Rynes, W. J. Wasmuth

260 Personnel Management Fall or spring. 3 credits. Staff.

360 Human-Resource Economics and Public Policy Fall. 3 credits. V. M. Briggs.

361 Effective Supervision Fall. 3 credits. Prerequisite: ILR 260 or equivalent. W. J. Wasmuth.

363 Techniques and Theories of Training in Organizations Fall. 3 credits. W. W. Frank.

364 Communication in Organizations Fall. 3 credits. W. W. Frank.

366 Women at Work Fall. 4 credits. Staff.

451 Science, Technology, and Economy Spring. 3 credits. V. M. Briggs.

469 Immigration and the American Labor Force Fall. 3 credits. V. M. Briggs.

560 Personnel Management Fall or spring. 3 credits. Staff.

653 Personnel/Human-Resource Management in the Eighties Fall. 3 credits. R. F. Risley.

659 Internal Staffing/Careers Fall. 3 credits. S. L. Rynes.

661 Applied Personnel and Organizational Development Practice Fall. 3 credits. Staff.

662 Management Training Simulation Spring. 3 credits. W. J. Wasmuth.

665 Case Studies in Personnel Administration Spring. 3 credits. L. D. Dyer, G. T. Milkovich.

666 Cost Benefit Analysis Spring. 3 credits. J. Boudreau.

667 Managers and Managing Fall. 3 credits. L. D. Dyer.

668 Staffing: Employee Selection and Utilization Fall. 3 credits. J. Boudreau, L. D. Dyer, S. L. Rynes.

669 Administration of Compensation Spring. 3 credits. L. D. Dyer, G. T. Milkovich, R. F. Risley, S. L. Rynes.

690 Personnel Information Systems Spring. 4 credits. L. D. Dyer.

691 Human-Resource Planning Spring. 4 credits. L. D. Dyer, G. T. Milkovich.

692 Training for the Displaced and Disadvantaged Fall. 3 credits. J. Bishop.

693 Design and Administration of Training Programs Fall. 3 credits. W. W. Frank.

694 Computer Applications to Human-Resource Management Spring. 3 credits. J. Boudreau.

695 Education, Technology, and Productivity Spring. 3 credits. J. Bishop.

696 Personnel Administration and Government Regulations Fall. 3 credits. R. F. Risley.

697 International Personnel Management Spring. 3 credits. Staff.

760 Seminar in Personnel or Human-Resource Management Fall or spring. 3 credits. Staff.

761 Human-Resource Economics and Public Policy Spring. 3 credits. V. M. Briggs.

769 Advanced Seminar in Compensation Spring. 3 credits. L. D. Dyer, G. T. Milkovich, R. F. Risley, S. L. Rynes.

799 Directed Studies Fall or spring. Credit to be arranged. Individual research conducted under the direction of a member of the faculty.

960 M.S.-Ph.D. Workshop Fall and spring. 2 credits. For M.S. and Ph.D. students.

Register

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Robert Barker, university provost

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Aiges, Stanley; arbitrator
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Greenspan, Joan; Screen Actors Guild
Hartnett, Thomas; director, Governor's Office of Employee Relations, New York
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Moskow, Michael; vice president, Corporate Development, Dart & Draft
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Van Arsdale, Thomas; ex officio member of the council
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 John F. Burton (Ph.D., Michigan, economics), professor
 Donald E. Cullen (Ph.D., Cornell, industrial and labor relations), professor
 Cletus Daniel (Ph.D., Washington, history), associate professor
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 David B. Lipsky (Ph.D., M.I.T., economics), professor
 Nick Salvatore (Ph.D., University of California at Berkeley, history), associate professor

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 Isadore Blumen (Ph.D., North Carolina, statistics), professor
 Ali Hadi (Ph.D., New York University, statistics), assistant professor
 Paul Velleman (Ph.D., Princeton, statistics), associate professor

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Walter Galenson (Ph.D., Columbia, economics), Jacob Gould Schurman Professor Emeritus

John P. Windmuller (Ph.D., Cornell, industrial and labor relations), Martin P. Catherwood Professor Emeritus

Department of Labor Economics

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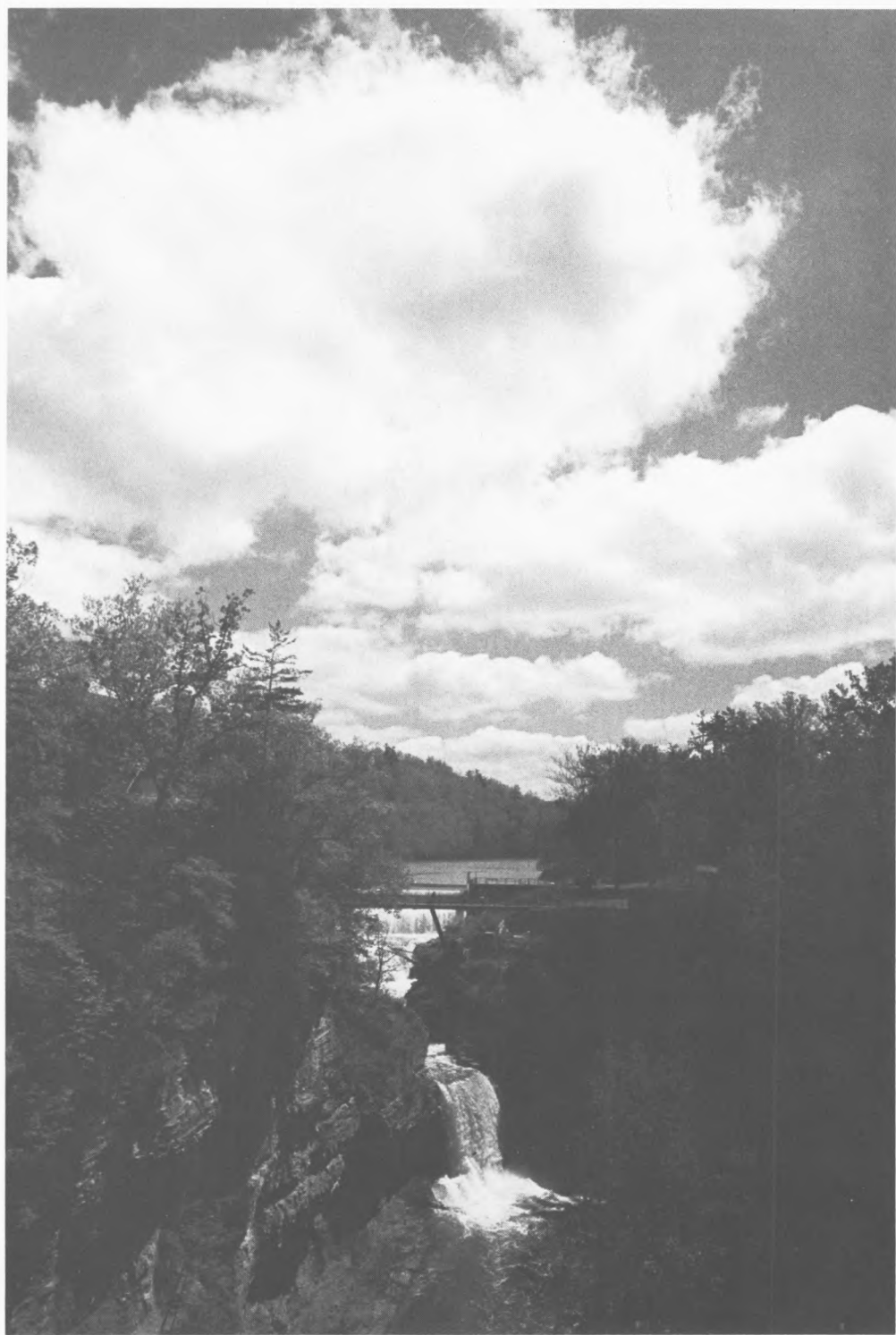
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