

Cornell University Announcements

Graduate Study at the New York State School of Industrial and Labor Relations



Graduate Study at ILR

New York State School of Industrial and Labor Relations

A Statutory College

of the State University

at Cornell University

Ithaca, New York

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Cornell Academic Calendar

1985-86

Fall Semester

Registration begins
Registration ends
Instruction begins
Fall recess begins
Instruction resumes
Thanksgiving recess begins
Instruction resumes
Instruction ends
Study period begins
Study period ends
Final examinations begin
Final examinations end

Tuesday, August 27
Wednesday, August 28
Thursday, August 29
Saturday, October 19, 1:10 p.m.
Wednesday, October 23, 7:30 a.m.
Wednesday, November 27, 1:10 p.m.
Monday, December 2, 7:30 a.m.
Saturday, December 7
Monday, December 9
Wednesday, December 11
Thursday, December 12
Saturday, December 21

Spring Semester

Registration begins
Registration ends
Instruction begins
Spring recess begins
Instruction resumes
Instruction ends
Study period begins
Study period ends
Final examinations begin
Final examinations end
Commencement

Thursday, January 23
Friday, January 24
Monday, January 27
Saturday, March 22, 1:10 p.m.
Monday, March 31, 7:30 a.m.
Saturday, May 10
Sunday, May 11
Wednesday, May 14
Thursday, May 15
Saturday, May 24
Sunday, June 1

1986-87

Fall Semester

Registration begins
Registration ends
Instruction begins
Fall recess begins
Instruction resumes
Thanksgiving recess begins
Instruction resumes
Instruction ends
Study period begins
Study period ends
Final examinations begin
Final examinations end

Tuesday, August 26
Wednesday, August 27
Thursday, August 28
Saturday, October 11, 1:10 p.m.
Wednesday, October 15, 7:30 a.m.
Wednesday, November 26, 1:10 p.m.
Monday, December 1, 7:30 a.m.
Saturday, December 6
Monday, December 8
Wednesday, December 10
Thursday, December 11
Saturday, December 20

Spring Semester

Registration begins
Registration ends
Instruction begins
Spring recess begins
Instruction resumes
Instruction ends
Study period begins
Study period ends
Final examinations begin
Final examinations end
Commencement

Thursday, January 22
Friday, January 23
Monday, January 26
Saturday, March 21, 1:10 p.m.
Monday, March 30, 7:30 a.m.
Saturday, May 9
Sunday, May 10
Wednesday, May 13
Thursday, May 14
Saturday, May 23
Sunday, May 31

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

In enacting this calendar, the University has scheduled classes on religious holidays. It is the intent of the University that students missing classes due to the observance of religious holidays be given ample opportunity to make up work.

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



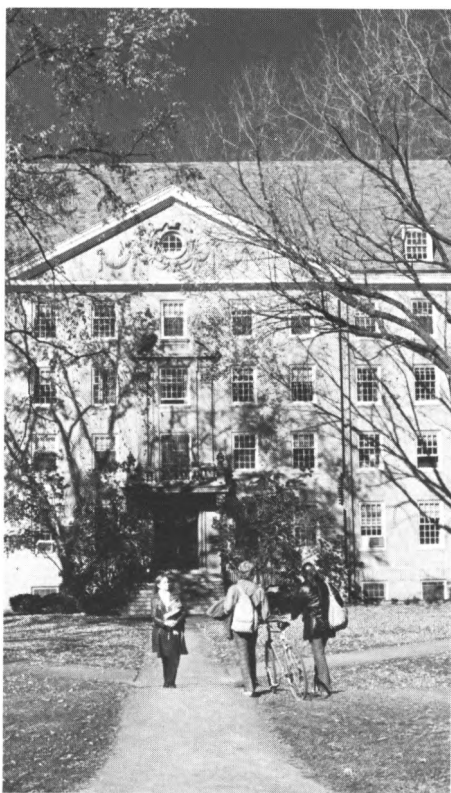
The University

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

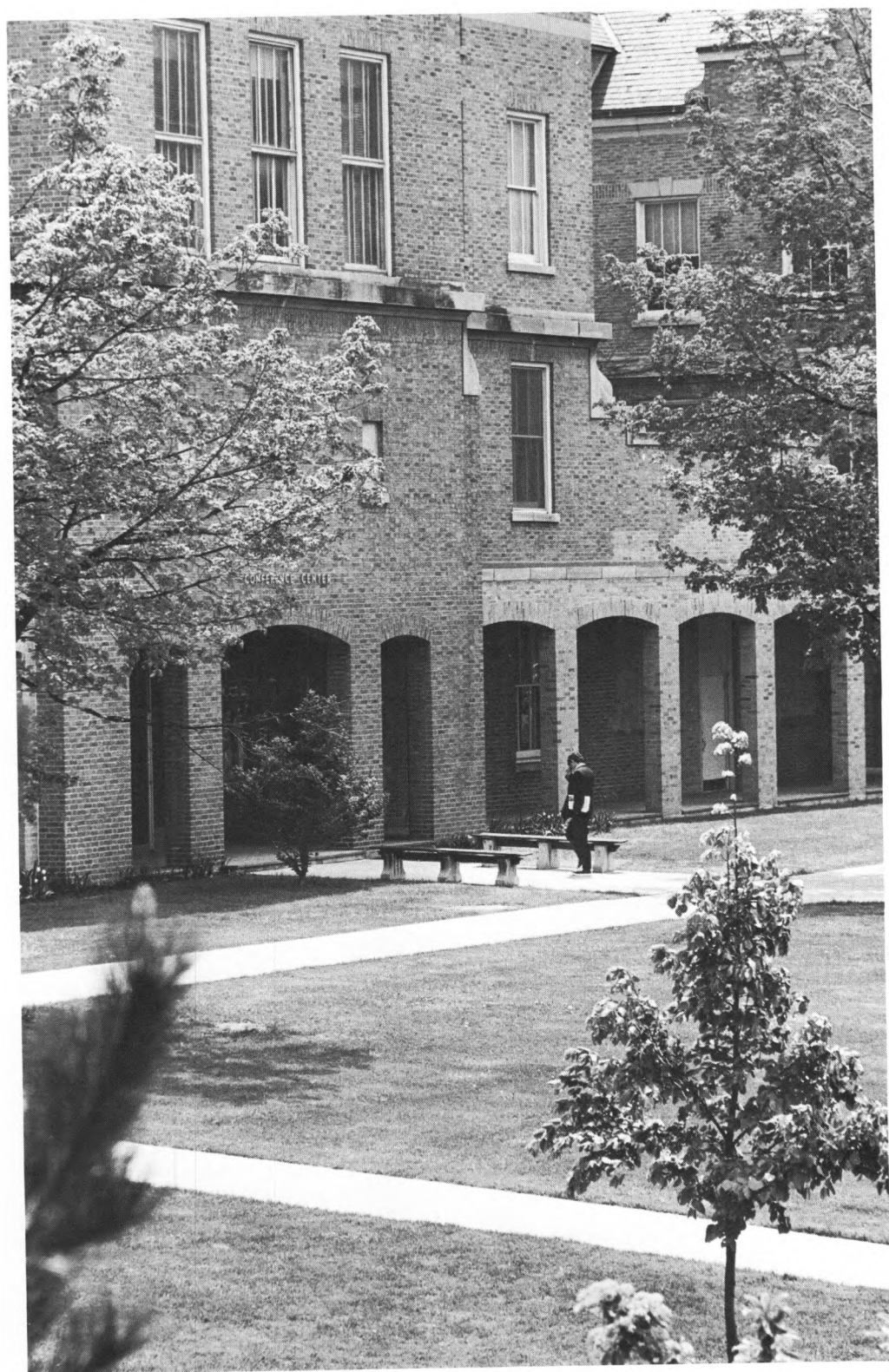
Since its founding in 1865 as a place "where any person can find instruction in any study," the University has been devoted to academic excellence, vitality, and diversity. Cornell is both a private Ivy League institution and the land-grant institution of New York State; eleven of its schools and colleges 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. Total facilities for teaching and research include over four hundred buildings of every imaginable function and design.

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

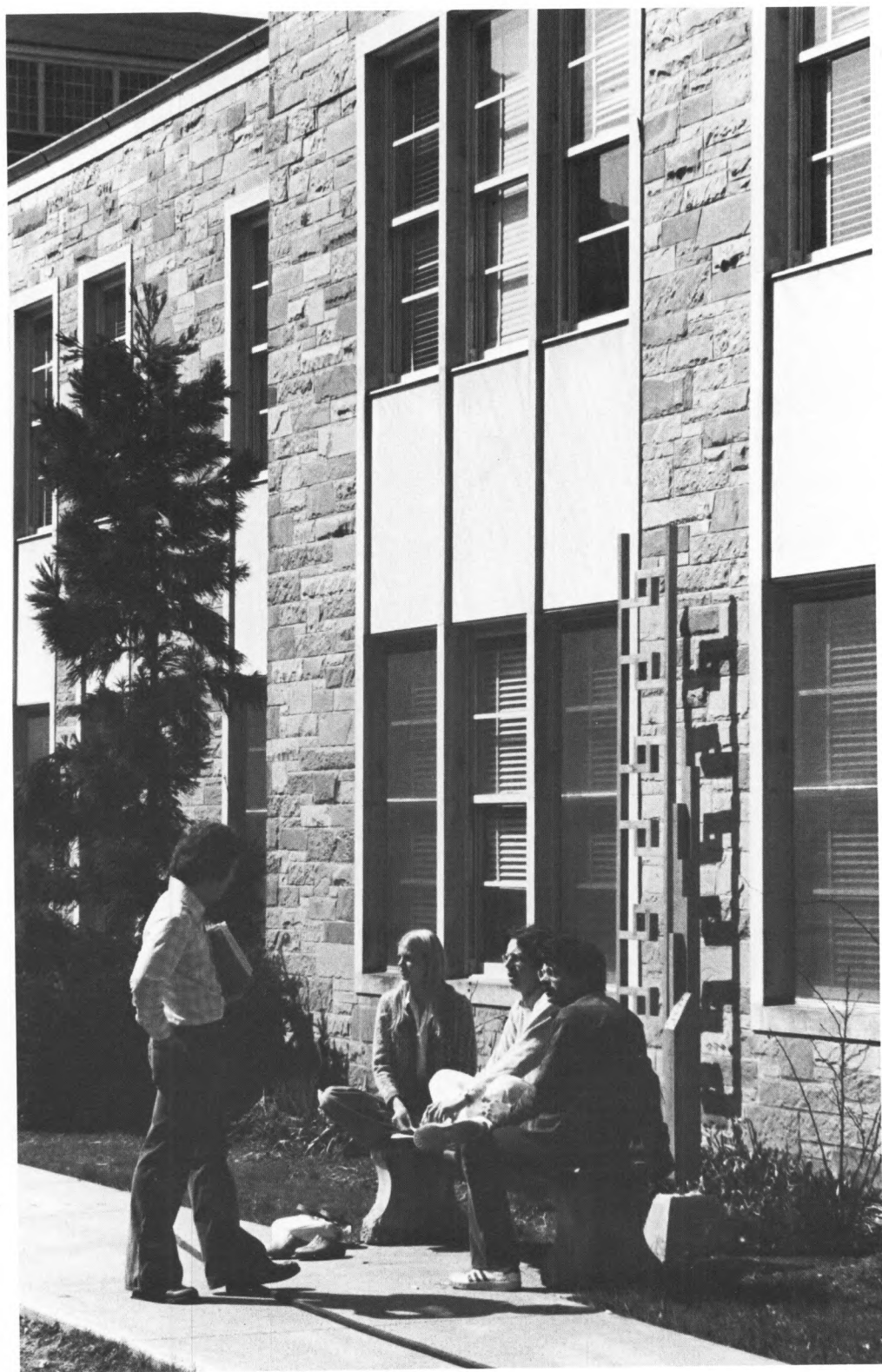
The School of Industrial and Labor Relations (ILR) at Cornell grew out of the turmoil and labor strife that characterized the American economy in the 1930s. It was envisioned as an institution where scholars and practitioners from such fields as economics, history, law, sociology, psychology, and government 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. 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. Doherty, R. Ehrenberg, D. Lipsky)

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

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

Unemployment insurance and strike activity (R. Hutchens, D. Lipsky, R. Stern)

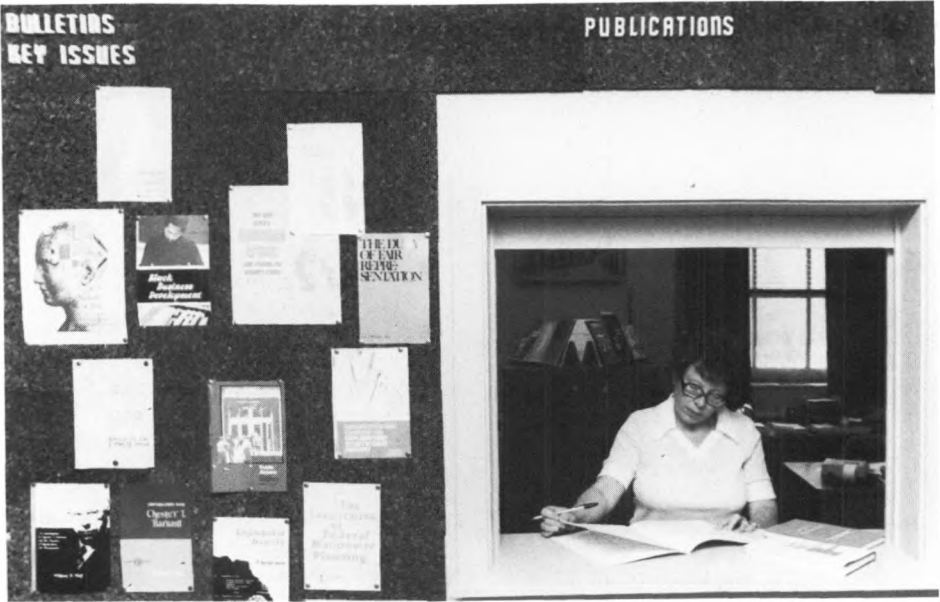
Immigration and the labor force (V. Briggs)

Employee assistance programs
(H. M. Trice)

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

Workers' compensation (R. Burton, R. Smith)

Comparative industrial and labor relations systems (J. Windmuller)



Comparable worth (M. E. Gold, R. Ehrenberg, R. Smith)

Living arrangements and welfare reciprocity (R. Hutchens, G. Jakubson)

Human-resource planning models (G. Milkovich, L. Dyer)

Cost and benefits of recruitment programs (J. Boudreau, S. Rynes)

Statistical methods (I. Blumen, A. Hadi, P. McCarthy, L. Stefanski, P. Vellman)

The research division can supply additional information about these projects. Prospective graduate students who have inquiries about research assistantships and fellowships should write to the Office of the Graduate Faculty Representative, ILR, 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. Its quarterly professional journal, *Industrial and Labor Relations Review*, is widely recognized in the field.

The school publishes two monograph series, Cornell Studies in Industrial and Labor Relations and Cornell International Industrial and Labor Relations Reports. Other publications include bibliography, paperback, and lecture series; technical monographs; a bulletin series; key issues reports summarizing material of interest to practitioners in the field; public employment relations monographs; occasional papers and conference reports; and reprints of articles by faculty members.

The ILR Press, in addition to providing information on, and copies of, these items, maintains mailing lists to distribute announcements of new publications or publication catalogs.

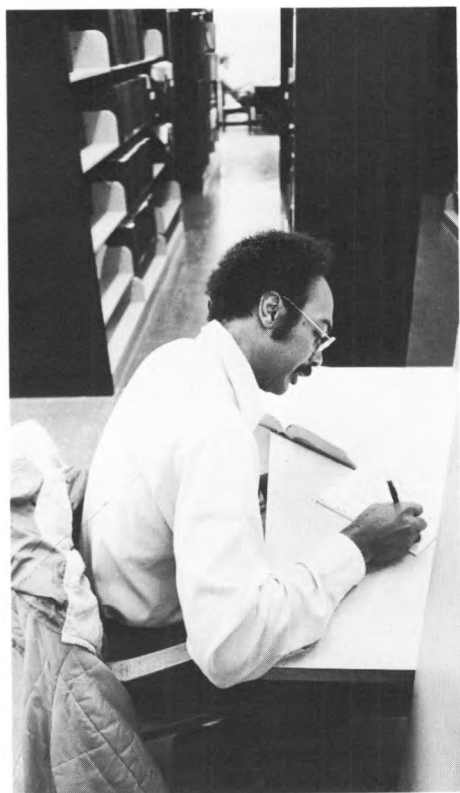
Library

The school's Martin P. Catherwood Library contains the most extensive collection of industrial and labor relations materials of any university library in the world: approximately 150,000 volumes and 200,000 pamphlets. It serves as an undergraduate college library, a graduate research library, a public information center, and a center for the collection and organization of documentary materials.

Through its Labor-Management Documentation Center, the library maintains extensive manuscript collections and files of collective-bargaining agreements, pension plans, arbitration awards, labor legislation, legal documents, and other published and unpublished information. This unit of the library now has more than fourteen million original documents, all available to students.

Graduate students have full access to all of the University's libraries, a system with combined holdings of nearly five million volumes.





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 February 1 for September admission and by November 1 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 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 also required to submit results of the Test of English as a Foreign Language. Details on this examination appear in the *Announcement of the Graduate School*.

Expenses

Current tuition for graduate students in ILR is estimated at \$2,510 for each academic semester, payable prior to registration. The *Announcement 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 1985-86 academic year (nine months) it is estimated that living expenses will be approximately \$12,170 for a single graduate student and about \$18,300 for a married couple (plus about \$1,650 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 1985-86 academic year range from \$5,600 to \$5,900 plus tuition. In return



the student can expect an average weekly assignment of fifteen hours 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. All fellowships and scholarships are tax-exempt gifts and 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
Industrial and Labor Relations Graduate Fellowship

Exxon Minority Fellowship

Bernard P. Lampert Scholarship
Theodore S. Lisberger Memorial Scholarship

Frances L. Perkins Memorial Fellowship
GTE Fellowship

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 University housing should contact the Housing Assignment Office, Cornell University, 1142 North Balch Hall, Ithaca, New York 14853-1401. The largest of the dormitories for single graduate students is Sage Hall, home to 195 men and women. It is situated in the center of the campus and has a cafeteria. Other housing includes a graduate dormitory near the campus for approximately 154 men and women, and the

eighteen-unit Thurston Court apartments, located on Thurston Avenue in the North Campus area.

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, Department of Residence Life, 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 *Announcement 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 *Announcement 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 govern-

ment. 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 Introductory Statistics for the Social Sciences
- ILR 511 Statistical Methods for the Social Sciences
- ILR 520 or 521 Micro and 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. This program requires two semesters of residence and completion of the nine required courses above. The course in labor-relations law and legislation, however, may be waived if an equivalent course has already been taken in law school or elsewhere. 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.

Courses

Collective Bargaining, Labor Law, and Labor History

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

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

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. A. 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 instructors. C. Daniel, A. 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, 1789–1948 Spring. 4 credits. A. G. Korman.

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

400 Union Organizing Spring. 2 credits. D. E. Cullen, R. Donovan.

404 Contract Administration Fall (first seven weeks). 2 credits. Prerequisites: ILR 200 and 201, or 500 and 501. R. Seeber.

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

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

500 Collective Bargaining Fall or spring. 3 credits. Open only to graduate students. D. E. Cullen, C. Gramn, 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. Lieberwitz.

502 Labor Union History and Administration Fall or spring. 3 credits. C. Daniel, A. G. Korman, R. Seeber, 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, A. 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, A. 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. Burton, P. Ross.

609 The Law of Workers' Compensation Fall. 3 credits. J. 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. Gold.

682 Seminar in Labor-Relations Law and Legislation Fall or spring. 3 credits. Enrollment limited. Prerequisite: permission of instructor. R. 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, A. G. Korman, N. Salvatore.

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

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, R. Seeber.

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. 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, R. Seeber.

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.

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, chairman; I. Blumen,
A. Hadi, L. A. Stefanski, P. Velleman

310 Design of Sample Surveys

Spring. 3 credits. Prerequisite: one course in statistics. Staff.

311 Statistics II Fall. 4 credits. Prerequisite: ILR 210 or permission of the instructor. Staff.

312 Applied Regression Methods

Fall. 3 credits. Prerequisite: ILR 211 or equivalent. A. Hadi.

410 Techniques of Multivariate Analysis Fall. 3 credits. Prerequisite: ILR 311. Staff.

411 Statistical Analysis of Qualitative Data Spring. 3 credits. Prerequisite: ILR 311. I. Blumen.

510 Introductory Statistics for the Social Sciences Fall or spring. 3 credits. P. Velleman.

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

610 Seminar in Modern Data Analysis Fall. 3 credits. Prerequisite: ILR 311 or the equivalent. P. Velleman.

710 Statistical Theory of Measurement Error Models Fall. 3 credits. Prerequisite: course work in mathematical statistics and regression theory and familiarity with large-sample theory. L. Stefanski.

711 Advanced Topics in Linear Regression Spring. 3 credits. Prerequisite: ILR 312 or permission of instructor. A. Hadi.

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

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

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

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

530 Comparative Industrial Relations Systems I Fall or spring. 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.

630 Seminar in International and Comparative Labor Problems Spring. 3 credits. Prerequisite: ILR 530 or 531 or permission of instructor. J. P. Windmuller.

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, chairman; R. L. Aronson,
G. Boyer, J. F. Burton, M. G. Clark,
R. Ehrenberg, W. Galenson,
R. M. Hutchens, G. Jakobson,
O. S. Mitchell, R. S. Smith, J. Svejnar

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.

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

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

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. Staff.

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

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

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. 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, chairman; S. Bacharach, S. Barley, L. W. Gruenfeld, T. H. Hammer, P. Tolbert, H. M. Trice, W. F. Whyte, L. K. Williams

320 The Psychology of Industrial Engineering Spring. 4 credits. T. H. Hammer.

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. 3 credits. Prerequisite: one or more courses in sociology. H. M. Trice.

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

329 Sociological Analysis of Organizations Fall. 3 credits. Prerequisites: ILR 120–121 or equivalent. P. Tolbert.

370 The Study of Work Motivation Fall. 4 credits. Open only to juniors and seniors. T. H. Hammer.

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.

373 Organizational Behavior Simulations Spring. 2 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. R. N. Stern.

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.

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.

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

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

722 Theories of Organization Fall or spring. 3 credits, graduate; 4 credits, undergraduate. L. W. Gruenfeld.

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

724 Behavioral Research Theory, Strategy, and Methods II Spring. 4 credits. Should be taken in sequence with ILR 723. Designed to meet the needs of M.S. and Ph.D. degree candidates majoring in organizational behavior, but other graduate students may enroll. 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. S. Barley.

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

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, chairman; J. Boudreau, V. M. Briggs, L. D. Dyer, F. F. Foltman, W. W. Frank, B. Gerhart, G. T. Milkovich, F. B. Miller, 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.
F. B. Miller.

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. 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, F. F. Foltman, G. T. Milkovich.

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

667 Managers and Managing Fall. 3 credits. F. F. Foltman, L. D. Dyer.

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

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

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

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

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

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

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

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.

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.

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Kramer, Saul, Proskauer, Rose, Goetz, Mendlesohn

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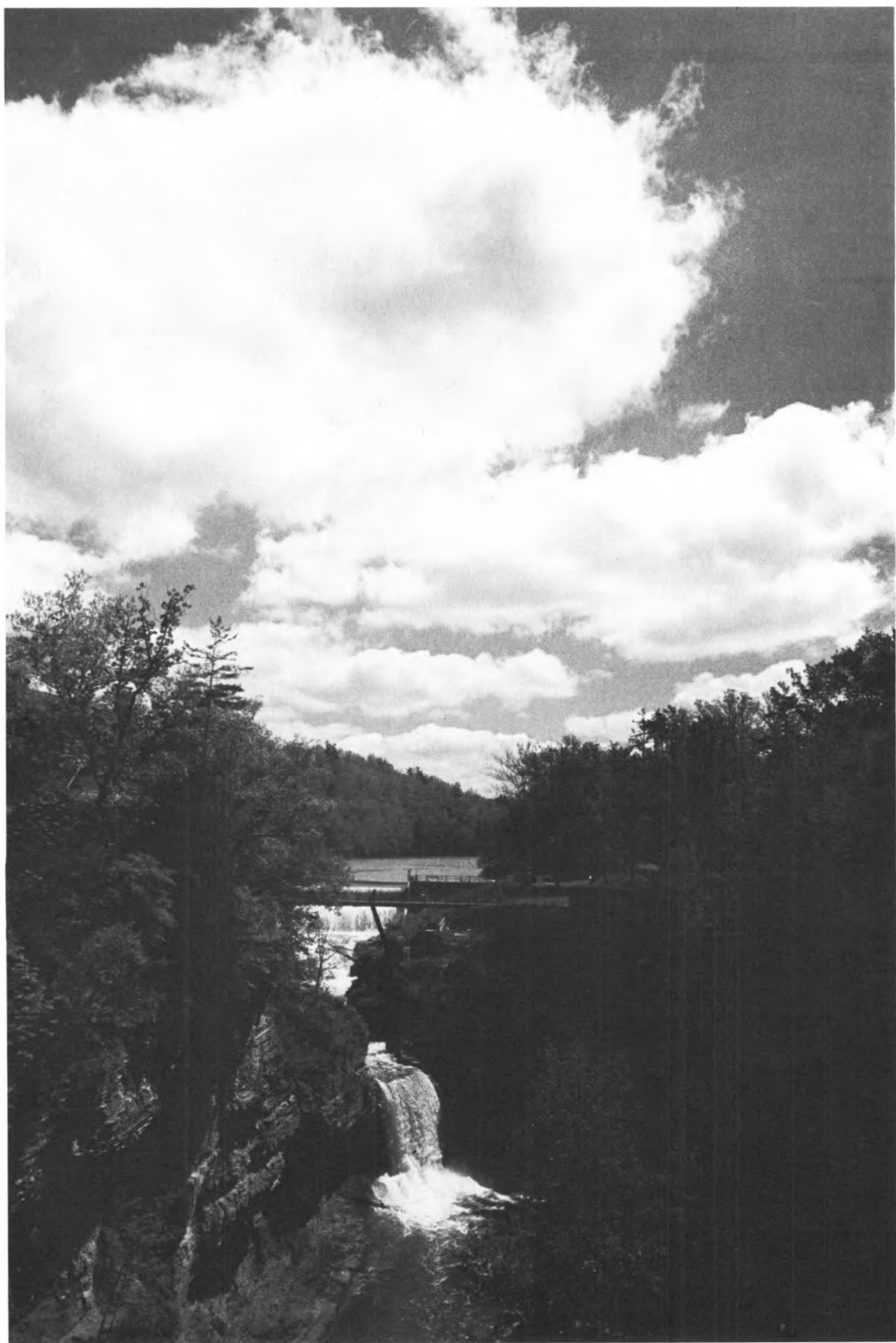
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Cornell University Announcements

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