

New York State School of
Industrial and Labor Relations
Cornell University



Supplement to Volume 67, Number 14

August 11, 1975

CORNELL UNIVERSITY ANNOUNCEMENTS

NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS

ILR at Cornell 1976-78

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

Required Courses—52 Credit Hours

The current ILR curriculum, as approved by the ILR faculty on March 14, 1975, effective beginning in the fall of 1975, prescribes the following courses and subjects to be taken in the terms and years indicated:

Course or Subject	Credit Hours	College	Term
<i>Freshman year</i>			
Freshman Seminars	6	A&S*	Fall and spring
Introductory Economics	6	A&S	Fall and spring
Introduction to Psychology	4	A&S	Fall
History of Industrial Relations in the United States	6	ILR	Fall and spring
Development of Economic Institutions	3	ILR	Spring
Society, Industry, and the Individual	6	ILR	Fall and spring
Physical education	0		Fall and spring
<i>Sophomore year</i>			
Labor Relations Law and Legislation	3	ILR	Fall
Economics of Wages and Employment	3	ILR	Fall
Statistics	6	ILR	Fall and spring
Collective Bargaining	3	ILR	Spring
Physical education	0		Fall and spring
<i>Junior year</i>			
Economic Security	3	ILR	Fall
Manpower Organization and Management	3	ILR	Spring

*College of Arts and Sciences.

Two sophomore- or junior-level required courses may be replaced by two additional ILR elective courses.

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Elective Courses—68 Credit Hours

A minimum of 30 credit hours of elective courses must be selected from the undergraduate and graduate courses of the ILR school. The remainder (38 credit hours) may be selected from the courses of any of the other Cornell colleges. A student who takes more than 33 credit hours in the endowed colleges (the College of Architecture, Art, and Planning; the College of Arts and Sciences; the Graduate School of Business and Public Administration; the College of Engineering; and the School of Hotel Administration) will be billed for the additional tuition at the current cost per credit hour. The number of credit hours that may be taken in the endowed colleges at no additional cost to the student may be changed at any time by official action of the ILR school.

ILR at Cornell

1976-78

New York State School of Industrial and Labor Relations

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

Cornell University Announcements

Volume 67 of the Cornell University Announcements consists of twenty-two catalogs, of which this is number 14 dated August 11, 1975. Publication dates: twenty-two times a year (four times in August; three times in January and March; twice in June, July, September, and November; once in April, May, October, and December). Publisher: Cornell University, Sheldon Court, 420 College Avenue, Ithaca, New York 14853. Second-class postage paid at Ithaca, New York.



What Is Industrial & Labor Relations?

Industrial and labor relations is the study of the world of work. ILR is a consideration of the employer-employee relationship in the broadest sense, including the political, social, and economic forces affecting the relationship. It encompasses the union official at the collective bargaining table, the economic and technological changes that create or destroy jobs, many kinds of training and development programs, the legalities of hiring and firing procedures, and the psychology of incentive and ambition.

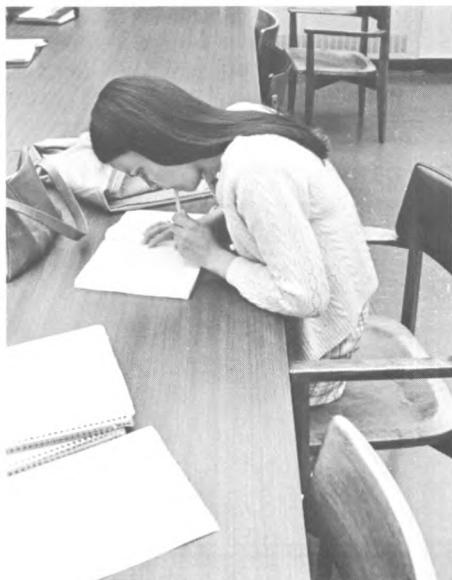
You may find ILR a rewarding field of study if you are interested in world and national affairs, and particularly in the problems of modern industrial society. As an ILR student, you would study the social sciences—economics, history, sociology, psychology, and government. You would also take courses in law, management, manpower problems, collective bargaining, statistics, and protective labor legislation.

Your interest in ILR would be the common thread uniting all these fields. For example, in studying sociology, you would explore the relationship of industry and the economy to other social institutions in American society, such as unions, the political system, and the American value systems.

Researchers in the ILR field cover a wide range of subjects from civil rights to crime and social insurance. Some seek answers to problems of alcoholism and

stress on the job faced by many workers. Others investigate the role of industry in urban affairs.

ILR students can look forward to careers in industry, education, government service, and labor unions or labor organizations. Many of them take advanced degrees in ILR or related fields, such as law or business and public administration. They become personnel directors, union officials, lawyers, government consultants, professors, economists, and research directors.





What Is Cornell Like?

Cornell University, as its founder intended it to be, is a place where anyone can find instruction in any subject. Men and women from all over the world come here to study the sciences, liberal arts, law, architecture, agriculture, business and public administration, veterinary medicine, engineering, hotel administration, human ecology, and industrial and labor relations.

The University has turned the small city of Ithaca, New York into an international center visited by world-famous educators who come here to lecture and to learn. Nearly 17,000 undergraduate and graduate students attend the University's Ithaca campus.

In addition to regular semesters for full-time students, the University schedules special workshops and institutes that may last for a day, a week, or a month. These gatherings may bring contingents of energy physicists to the campus, famous chefs, filmmakers, religious groups, or labor leaders from many countries.

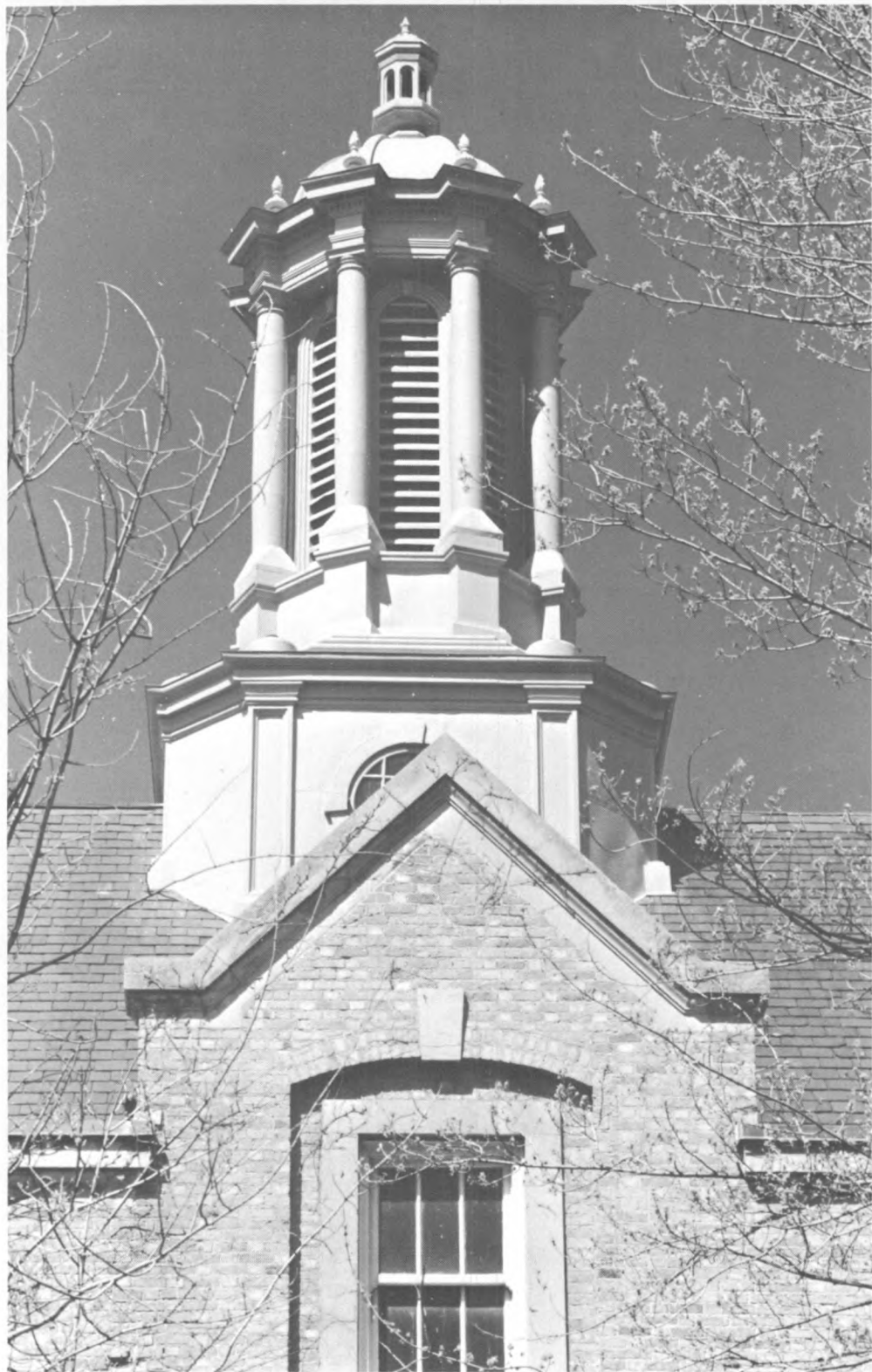
Life at Cornell is characterized by the excitement that exchange of ideas can bring. It is also charged with more than one hundred years of collegiate tradition. Set on a tree-covered hill overlooking Cayuga Lake, the campus is flanked by deep gorges and waterfalls. It boasts every style of architecture from the ornate chapel to the ultramodern museum of art.



The University is an amalgam of smaller units: the schools and colleges. Each one of these has its own area of the campus, most of them built around a quadrangle and marked by a special atmosphere. Yet each one is a part of Cornell, drawing from and contributing to the University's stature and distinction.

Living arrangements are flexible at Cornell. Some students prefer to live and dine on campus, and be just a few minutes away from the library, classes, an evening lecture, concert, or film. Many live in "Collegetown," a section of Ithaca that is adjacent to the campus and is full of apartments and restaurants frequented by Cornellians.

The academic life is augmented by a crowded schedule of cultural activities and of athletic events where the Big Red hosts other Ivy League teams.



ILR at Cornell

The ILR School at Cornell is a small college within a great university. It has the small-college atmosphere you would expect from an enrollment of about six hundred undergraduates and approximately one hundred graduate students.

ILR's home is a unified complex of classroom buildings, library, and administrative and faculty offices surrounding its own quadrangle. Daily classroom activities provide many opportunities for getting to know fellow ILR students and faculty. At the same time, ILR students are members of the Cornell community.

Half of the typical freshman ILR class come from the greater New York City area. Another 30 percent live in other parts of New York State. Students from other states and a few from foreign countries make up the rest of the class. Enrollment of women has been increasing in recent years, although the ratio of men to women in the School is still about three to one.

If you enroll in the ILR School at Cornell, you may take a substantial amount of your course work in the other six undergraduate colleges and schools of the Uni-



versity, including the College of Arts and Sciences. You will have access to all of Cornell's libraries and other facilities. You may choose to live with students from other colleges in the Cornell residence halls. You may participate in extra-curricular activities within the School, such as student government, publications, or student-faculty committees, as well as join in all-University programs like sports, dramatics, or political clubs. You will be a Cornellian, but you will also identify with your own School.

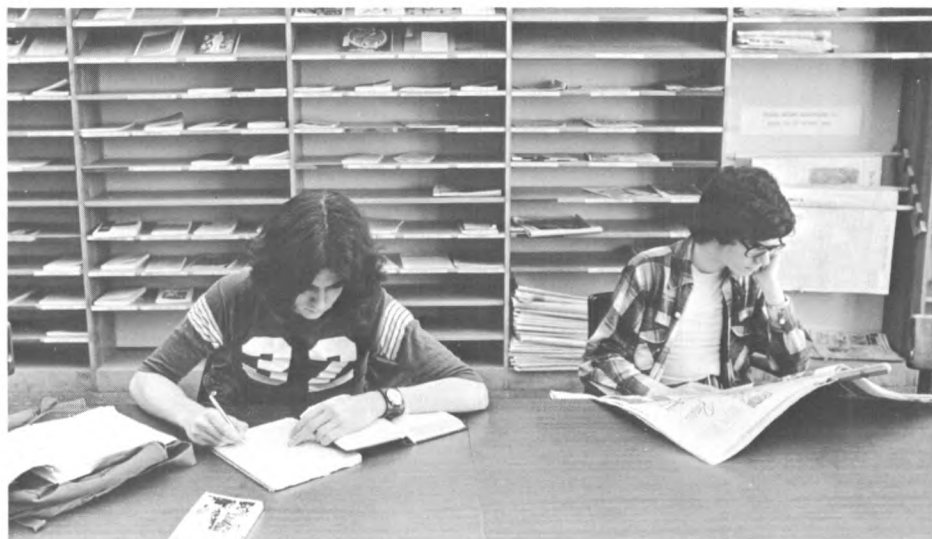
History and Purpose

The ILR School grew out of the turmoil and labor strife that riddled the American economy at the close of World War II. A new kind of school was needed—a place where people could discover and teach ways to deal with the pressing problems of the times. Cornell, with its earned reputation as a great university and its history of extension activities that spread research results to the public, was considered the ideal home for such a school.

Today, the members of the ILR faculty reflect a broad range of scholarly interests and backgrounds. Some have been union officials, others have held management positions in industry, while a num-

ber have served on government boards and committees.

The ILR School became the first institution of its kind in the country in 1944, when it was authorized by an act of the New York State Legislature. In part, that law states, "The object of such school shall be to improve industrial and labor conditions in the state through the provision of instruction, the conduct of research, and the dissemination of information in all aspects of industrial, labor,



and public relations affecting employers and employees." It is still the only college in the country that offers a four-year program leading exclusively to the bachelor of science degree in the field. Students can also earn master's and doctoral degrees in ILR at Cornell.

The School became a part of Cornell University on November 5, 1945, with the admission of the first group of resident students. After the creation of the State University of New York (SUNY) in 1948, the ILR School, as one of the four state-supported units at Cornell, became an integral part of SUNY as well.

The ILR School operates on four levels: (1) undergraduate and graduate resident instruction, (2) extension and public service, (3) research, and (4) publications. It provides instruction to young people on campus who are preparing for careers in the field, as well as to men and women already engaged in industrial relations activities and the general public through its Extension and Public Service Division.

The School's Conference Center, part

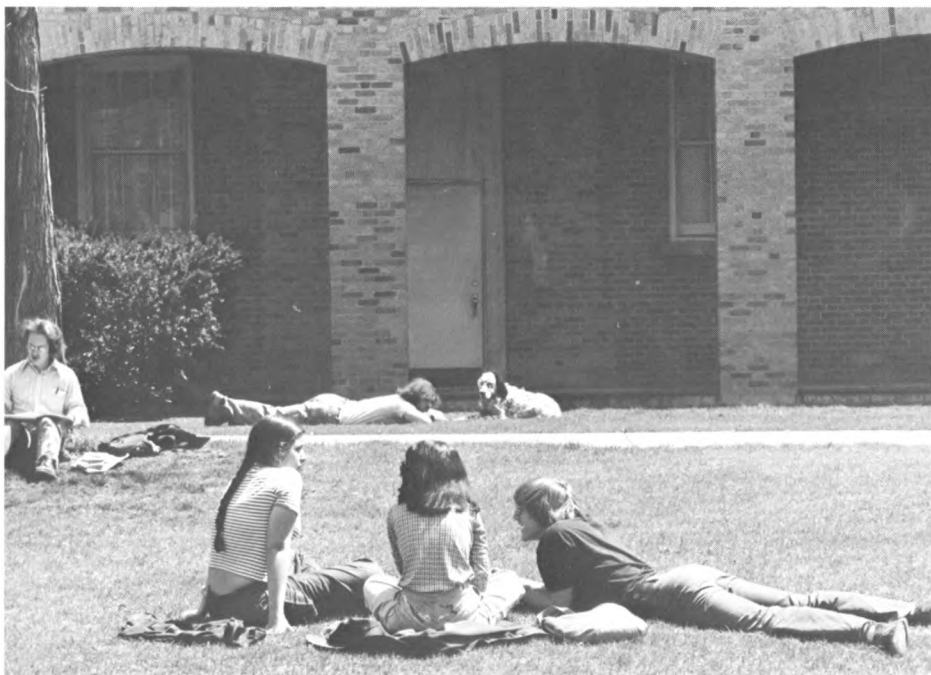
of the extension division, initiates and hosts conferences covering the full scope of ILR. Thus, the center is another means of providing continuing education and information to practitioners and scholars concerned with ILR.

The Research Division develops materials for resident and extension teaching and originates studies in the ILR field. The Publications Division publishes and distributes this research data.

Program of Instruction

You need to complete successfully 120 credit hours to earn your Cornell Bachelor of Science degree in ILR. You will have eight terms in which to take the required number of courses, although some students can finish their studies in a shorter time. You will find more detailed information about University requirements for ILR students in the *Cornell University Announcement of General Information*, available from the University admissions office.

As a freshman, you will take one or



more courses that meet three times a week in small sections of fifteen to thirty students. You will also attend one or two large lecture classes twice a week with as many as three hundred other students; once a week you'll meet with ten or twenty lecture classmates in a regular discussion group.

As a junior and senior, when most of your courses are electives (nonrequired courses), your classes rarely have more than thirty students, and are usually smaller.

Fifty-two credit hours, or nearly half of your total curriculum, will be required courses both within and outside the School. Your entire freshman year will consist of required courses. In the fall term you will study *Introductory Economics I*, *Introduction to Psychology*, *History of Industrial Relations in the United States*, and *Society, Industry, and the Individual I*. In the spring term your courses will be *Introductory Econom-*

ics II, *Development of Economic Institutions*, *Special Studies in the History of Industrial Relations in the United States*, and *Society, Industry, and the Individual II*. During both terms you'll take *Freshman Seminars*, offered by the College of Arts and Sciences to help you improve your writing ability.

Thirty credit hours are allotted for ILR advanced elective courses. You may take any courses of your choice for the remaining thirty-eight credit hours, either in the School or in other divisions of the University.

Departments of Instruction

Courses in the ILR School are organized into six departments:

Collective Bargaining, *Labor Law*, and *Labor History* studies the history of the labor movement and collective bargaining in the United States, as well as the role of government in labor relations.



Economic and Social Statistics includes the principles of statistical reasoning, statistical methods, and the application of statistical tools of analysis.

Organizational Behavior investigates human behavior in organizations through psychology and sociology. Courses treat individual human behavior, organizations in society, and industrial society.

International and Comparative Labor Relations is concerned with industrial and labor relations developments in other countries.

Labor Economics and Income Security deals with analysis of the labor force, labor markets, wages and related terms of employment, income distribution, unemployment, health and safety in industry, and retirement.

Manpower Studies develops a knowledge of historical and legislative foundations of the manpower, or personnel, function within work organizations.

A full list of courses is available from the School's Office of Resident Instruction.

All academic courses of the University are open to students of all races, religions, ethnic origins, ages, sexes, and political persuasions. No requirement, prerequisite, device, rule, or other means shall be used by any employee of the University to encourage, establish, or maintain segregation on the basis of race, religion, ethnic origin, age, sex, or political persuasion in any academic course of the University.

Study Planning

All teaching faculty in the School are also advisers, supplementing the staff of professional counselors in the Office of Resident Instruction. As an incoming freshman, you will be assigned to a faculty adviser. You will meet with your adviser and/or a counselor at least once each term to discuss course selection, career planning, and recommendations for graduate schools and/or employers.

Social hours scheduled throughout the year will give you additional chances

to meet informally with other students, faculty, and members of the administration.

One of the study options you may discuss with counselors is the five-year ILR master's degree. With early planning, you could earn your M.S. degree in the fifth year.

Using another option, some ILR students arrange for dual registration in Cornell's Graduate School of Business and Public Administration (B&PA), earning their bachelor's degree in ILR and a master's degree in B&PA after five years of study.

Some students elect to spend a junior semester in New York City, with a chance to observe actual labor problem solving, or as much as a year of study at a foreign university. Others opt for internships that give them practical field experience, such as a summer in New York City's Office of Collective Bargaining.



A number of ILR courses deal directly with today's problems and involve student fieldwork in the Ithaca area, elsewhere in New York State, and even in foreign countries. These courses take some students to the state legislature in Albany, while others may work with community action groups or at a prison or a mental institution.

The ILR program allows you to receive course credit for individually directed studies, where you conduct your own research under a faculty tutor. If you become interested in an area where the School offers no formal courses, you may work with a faculty member to develop an independent course of study.

The ILR curriculum is considered very demanding, and rumor persists that the ILR faculty are "tough" graders. Nevertheless, nearly 80 percent of all students who have entered ILR as freshmen have completed Bachelor of Science degrees in the School. This rate compares favorably with national statistics. Of those students who leave the School before graduation, less than 10 percent do so because of academic failure.

Library

Many freshmen joke that "ILR" really stands for "I Love Reading." You will find that learning your way around the School's Martin P. Catherwood Library and the major libraries on campus—with combined holdings of more than four million volumes—will help you adjust to course demands.

The Catherwood Library 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. It has the most extensive collection of ILR materials of any university library in the world: more than 100,000 volumes and upwards of 90,000 pamphlets.

Through the Labor-Management Documentation Center, the Library maintains extensive 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 7,000,000 original documents, all available to students.

Admissions

Students are admitted to the ILR School as freshmen, as transfer students, or as visiting or special students. All applicants, however, follow the admissions procedures outlined in the *Cornell University Guide for Candidates*. When you request an application form from the University Office of Admissions, you will also receive the guide and an application for financial aid.

It is the policy of Cornell University actively to support equality of educational opportunity. No student shall be denied admission to the University or be discriminated against otherwise because of race, color, creed, religion, national origin, or sex.

The School has places for roughly two hundred new students each year, but as many as six hundred apply. The selec-

tion process is therefore competitive, with the result that a number of students who meet the basic requirements for admission are disappointed.

An interview with members of the Selection Committee will tell you more about the School's specialized curriculum and the career opportunities for which it prepares you. It will also give you a chance to ask specific questions.

The Selection Committee considers the interview an important part of the admissions procedure, but waives the requirement when distance makes travel to the campus difficult. The committee sets the interview dates and notifies the applicants individually.

Of course, the Selection Committee will meet with prospective applicants at other times by appointment. These informational visits are welcomed, but do not take the place of an interview.

You will be asked to submit a five-hundred-word essay describing your interest in the ILR field and the way that interest developed. Any work experience you have, either full- or part-time, will be considered in the selection process.



The chart on page 18 gives further details on admissions requirements and procedures.

Freshmen

Most of the School's applicants are high school seniors applying for admission as freshmen. They will have completed sixteen units of secondary school work before entering college.

Advanced Placement

Some high school students spend all or part of their senior year doing college-level work at a community college. Upon admission to the ILR School, these freshmen may receive advanced placement and credit for their college-level work over and above those credits used to meet the ILR entrance requirement of sixteen units of high school course work.

High school students who graduate at midyear and pursue a college program for the rest of that year are usually considered freshman candidates, and are also eligible for advanced placement.

In addition, advanced placement and/or credit is granted by some departments at Cornell on the basis of scores on appropriate College Entrance Examination Board (CEEB) tests or on examinations by the department.

Further details of advanced placement are outlined in the booklet *Advanced Placement for Freshmen*, available from the Office of Admissions.

Transfer Students

Students who have successfully completed a minimum of twelve credit hours of college work apply to the ILR School as transfer students. The School allows up to sixty hours of transfer credit for course work completed at or above "C" level at other accredited colleges. Transfer students are required to take sixty credit hours at the ILR School, usually completed in four terms.

The Selection Committee makes its final review of transfer applications after receiving the final grades of the applicant's current term of enrollment and transcripts for all college study.

Admission preference is given to qualified graduates of two-year SUNY colleges, although applicants who have completed a minimum of two terms of residence at either a two-year or a four-year college are also considered. The School rarely admits students who have completed only a single term at another institution.

Visiting Students

Juniors or seniors from other four-year institutions are considered for admission as visiting students for one or two terms of concentrated ILR study. Visiting students need a sound "B" average and a strong background in the social sciences, preferably in combination with ILR work experience.

Special Students

The School welcomes applications from practitioners in the field of ILR who wish to become special students for a term or a year. Work experience with labor organizations, industry, or government is seriously considered, as well as academic competence, in determining special student admission.

A special student's program usually consists of four regular courses per term. The credit earned may be applied toward satisfaction of degree requirements, should the student's academic performance warrant his or her subsequent admission to degree candidacy.

Foreign Students

All foreign students, except Canadians, are initially admitted to the School as special students. In rare instances, when foreign students have spent at least a year at an American university, they may be considered transfer students. The Office of International Students at Cornell can provide further details.

Minority Students

Cornell University administers a variety of special opportunity programs designed to provide financial assistance and other forms of assistance to (1) minority students and (2) low-income

students meeting program guidelines. The emphasis of these special programs is to aid in increasing representation of students from minority groups present in New York State who historically have been underrepresented in higher education. However, participation is also available to those residing outside New York State. For details, prospective students should consult the *Guide for Candidates* which accompanies each undergraduate application or will be sent upon request by the Office of Admissions.

Since its inception in 1964, the Cornell Committee on Special Education Projects (COSEP) program has provided educational opportunities for disadvantaged students. A booklet describing these opportunities is available from the COSEP Office.



Costs

A typical annual budget for a New York State resident studying at ILR is about \$4,150, broken down as follows:

Tuition and fees	\$1,650
Room and food costs	1,750
Personal items (books, laundry, clothing, entertainment)	<u>750</u>
Total	\$4,150

It is difficult to fix a specific amount because of the varying costs for residence halls, food service, clothing, and entertainment.

Out-of-state students pay annual tuition and fees of \$2,450, resulting in a total budget of approximately \$4,950 per year.

Many students offset their expenses by working during summers and by finding part-time employment on or off campus during some, if not all, of their four undergraduate years.

Financial Aid

New York State residents may be eligible for the New York State Tuition Assistance Program, Regents Scholarships, and Guaranteed Loans.

Information about the Tuition As-

sistance Program and Regents Scholarships is available from your high school principal or from the Higher Education Services Corporation (HESC), 99 Washington Avenue, Albany, New York 12210.

Information about New York State Guaranteed Loans is available from your local bank.

Financial aid in the form of grants, loans, and work programs is made available to ILR students by the School and the University. Most of the freshman financial aids and the loan program are administered through the Cornell Office of Financial Aid which serves all of the undergraduate colleges. You will receive a financial aid application with your application for admission.

Freshman Scholarships

The ILR School has several scholarships available to entering freshmen:

The Gulf Oil Corporation Honors Scholarship Program (Your application for financial aid is an automatic application for this scholarship.)

The Father William J. Kelly, O.M.I. Memorial Scholarship, restricted to children of employees of the electrical industry

The Martin T. Lacey Memorial Scholarship, limited to children of members of local unions affiliated with the New York City Central Labor Council

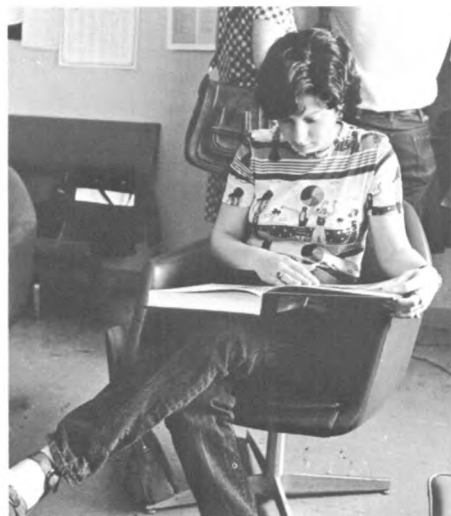
The Ed. S. Miller Scholarship, limited to members or children of members of the Hotel and Restaurant Employees and Bartenders International Union, AFL-CIO

The Michael J. Quill Scholarship, restricted to children of members of Local Union No. 100 of the Transport Workers Union of America, AFL-CIO

The United Transportation Union Scholarship, open to children, grandchildren, or legal wards of members of the United Transportation Union or its Ladies Auxiliary

Unrestricted Aids, Grants, and Prizes

Once a student has been in residence at the School for a full term, he or she is



eligible for a number of unrestricted aids, grants, and prizes administered by the School:

Grants-in-Aid

The Alcoa Foundation Scholarship
 The Daniel Alpern Memorial Endowment Scholarship Fund
 The Lawrence A. DeLucia Grant Fund
 The Frank J. Doft Memorial Fund
 The Barnett P. Goldstein Memorial Scholarship
 The Louis Hollander Scholarship Fund
 The Industrial and Labor Relations Scholarships
 International Student Textbook Fund
 The Bernard P. Lampert ILR Alumni Scholarship Fund
 The Theodore S. Lisberger Memorial Scholarship
 Nonresident Tuition Scholarships
 The Eric Polisar Memorial Fund
 The Michael J. Quill Grant Fund
 The Marian Donahue Tolles Memorial Endowment Scholarship Fund
 The New York State Two-Year College Transfer Scholarship
 The John F. Wegman Foundation Scholarship in Industrial and Labor Relations

Prizes

The Daniel Alpern Memorial Prize
 The James Campbell Memorial Award
 CPC International Inc. Sophomore Prize in Industrial and Labor Relations
 The Frank J. Doft Memorial Prize
 The Irving M. Ives Awards
 The Felix Kaufman-Sophie L. Seidenberg Memorial Award in American Ideals
 The Irwin Steingut Award
 The Saul Wallen Prize

Internships and Other Financial Aid

The Clem Miller Scholarship Endowment
 The Bureau of National Affairs Summer Internship
 The Saul Wallen Internship, National Center for Dispute Settlement
 The Saul Wallen/Municipal Labor Committee Internship in Public Employment Relations

Placement

Your academic experience at ILR prepares you for a professional position, and the School helps you make the transition from college to career.

The School operates a full-time placement service which helps students find summer jobs, part-time work during the academic year, and career positions after graduation. Although a majority of ILR undergraduates choose to do graduate study at Cornell or elsewhere, many are ready to look for permanent jobs upon completion of the B.S. degree.

The placement officer can counsel you about the type of career you may find most rewarding. He will also guide you through the process of job searching, and will work with you as you prepare your resume and yourself for job interviews.

The placement officer in the Division of Special Programs and School Relations communicates with several hundred recruiters from industry, labor, and all levels of government. About one hundred of these recruiters come to the campus each year to interview interested seniors and graduate students for future employment.



	Entrance	Application Deadline
Freshmen	Fall term only	January 15
Transfer Students	Fall and spring terms	March 15 for fall entrance; November 15 for spring entrance
Visiting Students	Fall and spring terms	March 15 for fall entrance; November 15 for spring entrance
Special Students	Fall and spring terms	March 15 for fall entrance; November 15 for spring entrance

ILR Application & Admission

Admission Requirements

6 units of high school course work, including 4 units of English; 500-word essay; SATs plus CEEB Achievement Tests in English and math (level I or II) or ACT

2 college credit hours; overall "B" average with "A" or "B" grades in social sciences; 500-word essay; SATs or ACT; transcripts and recommendations from all colleges attended

Junior or senior standing; "B" average with strong social science background; 500-word essay; SATs or ACT; transcripts and recommendations from all colleges attended

Work experience; 500-word essay; SATs or ACT (recommended); evidence of academic competence

Selection Committee Interview

Required (waived when distance makes travel difficult); December and March; on campus and in New York City; School schedules interviews and notifies applicants on individual basis

Recommended but not required; May for fall admission; December for spring admission; School schedules interviews and notifies applicants on individual basis at least one month in advance

Same as transfer students

Required; School schedules interviews and notifies applicants on individual basis

Notification Date

April 15 (on or about); no early decisions

Upon receipt of applicant's final grades for current term or last term completed; early decision, upon receipt of midterm grades or instructor evaluation of course work in progress

Same as transfer students

Before June 15 for fall term; before January 1 for spring term

ILR at Cornell is addressed to the prospective applicant. Resident students should refer to the *ILR Student Handbook* for current information on curriculum requirements, academic standards, and other educational policies.

This booklet was prepared by the Office of Resident Instruction, New York State School of Industrial and Labor Relations at Cornell University.

The Office of Resident Instruction is responsible for counseling, general administration of faculty educational policies, class scheduling, and record keeping. The professional staff includes the director, who is also assistant dean for student affairs, and three counselors who advise students on academic and non-academic matters and serve as the School's committee on admissions.

Inquiries for further information about the school may be addressed to:

Director of Resident Instruction
New York State School of Industrial
and Labor Relations
Cornell University
Room 101 Ives Hall
Ithaca, New York 14853

Telephone: 607/256-2062

Further Information

Office of Admissions
Cornell University
410 Thurston Avenue
Ithaca, New York 14853

COSEP Program Office
Cornell University
100 Barnes Hall
Ithaca, New York 14853

Office of Financial Aid
Cornell University
203 Day Hall
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Office of International Students
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