



Cornell University
ILR School

ILR School Theses and Dissertations: a listing

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Introductory Materials

About this publication

This publication contains listings of theses and dissertations written to fulfill degree requirements for Master and Doctoral degrees from the School of Industrial and Labor Relations (ILR School) at Cornell University. These listings contain authors, titles, degrees, years, subjects, and, for most post-1968 theses, faculty advisors. The theses titles are organized by author names, degrees, and subject headings. The time period covered is 1946--August 2006, the first 60 years of the ILR School.

Theses included in this publication are written for ILR School degrees. This is not a listing of all Cornell theses in the ILR subject area. Theses and dissertations on ILR subjects are written in many disciplines at Cornell, as the ILR field encompasses topics related to economics, management, statistics, industrial engineering, global studies, law, ergonomics, public policy, psychology, sociology, and more.

Full text of the theses is not provided in this publication. However, most ILR theses and dissertations are available for loan and interlibrary loan from the Cornell University Library. In addition, full text of many recent Cornell theses and dissertations is available through free and subscription online databases.

This publication was compiled to address the demand from current ILR students and from the public for access to the research and writing of graduate students from the ILR School. Current students are interested in the subjects, formats, and faculty advisors of previous ILR School theses. ILR researchers beyond Cornell have an interest in research from the ILR School because it is recognized as one of the world's most respected educational institutions specializing in workplace studies. The publication of this bibliography coincides with the 60th anniversary of the School, and the theses titles and subjects provide information on trends in workplace research over the School's tenure.

The New York State School of Industrial and Labor Relations (ILR School) welcomed its first students in November of 1945. The annual report for 1945-46 indicated that there were 11 graduate students in that first year. Seven were studying for a Master of Science degree and four were studying for a Doctor of Philosophy degree.

The 1946-47 annual report stated that there were 12 ILR graduate students and 5 Industrial Education graduate students. Some of the early ILR School theses listed in this publication were for Master of Education or Doctor of Education degrees.

The 1946-47 report also stated that the *second* M. S. in ILR degree was awarded in February 1947. There was no mention in the annual reports of when the *first* M.S. in ILR degree was earned, but the Cornell Graduate School's *Advance Degrees Conferred* publication listed Donald Adler Strauss as an M.S. in ILR degree recipient in 1946.

There are 975 theses and dissertations listed in this publication. The 428 Doctoral dissertations include 427 Ph.D. and 1 Ed.D. The 547 Masters theses include 11 that were completed to fulfill degree requirements for an M.Ed. or an M.S. in Ed. Twenty-four theses from the 1940s and 1950s were for M.S. in ILR degrees and one, from 1951, was classified as an M. ILR term paper. One additional M.S. in ILR thesis is from the Baruch College/ILR partnership program that began in 1977 and continued into the 1990s, and one M.A. degree from ILR was identified. The remainder and vast majority of the Masters theses were written to fulfill degree requirements for an M.S.

The theses titles and subjects in this listing provide insight into the 60-year history of the School of Industrial and Labor Relations at Cornell and also into the history and evolution of the ILR field.

How the list was compiled

This listing was compiled by consulting *Advanced Degrees Conferred (ADC)*, a three times per year publication from Cornell University's Graduate School and also by reviewing print and electronic Cornell and ILR alumni directories, School annual reports, and the theses themselves. Rene Tucci, Graduate Programs Administrator at ILR, provided a starting point for this listing by sharing thesis and dissertation information that she and the Graduate Programs office staff had collected.

ADC provides information on all graduate degrees awarded. It is currently published in May, August, and December, a pattern that, with only a few exceptions, has existed since 1943. *ADC* lists theses written by students who have completed the requirements for Masters and Doctorates. It also lists graduate degrees that are awarded to students in programs that do not require a thesis. At ILR, the Master of Professional Studies (MPS) and the Master of Industrial and Labor Relations (MILR) do not currently require a thesis.

ADC lists the student's name, information about lesser degrees he or she has obtained, and when applicable, the thesis title, for each graduate degree recipient. From 1968 on, it also provides the student's department and thesis advisor. This resource was the primary authority for these theses lists.

Since *ADC* did not list the students' departments and advisors before 1968, it could not be relied upon to identify ILR graduate degree recipients for the years 1946-1967. It was necessary to rely on alumni directories for names of graduate alumni, which were then compared with degree recipient and theses information in *ADC*.

This publication sometimes contains alternate dates and names in parenthesis. This indicates that the sources consulted did not agree on this information.

At Cornell, graduate students are generally considered to be affiliated with the departments of their Special Committee chairs. However, there are sometimes instances where ILR faculty members are Committee chairs for students in other Cornell departments. In most instances, the theses of these students are not included in this

listing. Exceptions are when the students were listed in print ILR alumni directories or when the biographical sketches of the authors indicated affiliation with the ILR School. In those cases, the alternate Cornell departments are listed in parentheses.

The theses in this publication are classified by subject headings, which were derived by examining the titles, advisors, and library subject classifications. Each thesis is included under one or more subject headings. Each subject heading listing is organized in reverse chronological order, making it possible to trace research on a current topic back in time. When library subject classifications were available, they were listed under the thesis title.

The Catherwood Library is interested in providing the most accurate information possible on the School's history and alumni. Please contact us if you can provide additional information on theses and dissertations from the ILR School.

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References

Cornell University, Graduate School. (1943-). *Advanced degrees conferred*. Ithaca, NY: Cornell University.

Advanced Degrees Conferred is the authoritative list of recipients of graduate degrees at Cornell. When applicable, it lists these titles.

Cornell University, Graduate School. *Thesis advisor*.

<http://www.gradschool.cornell.edu/?p=13>

The Thesis Advisor web page provides information to current Cornell graduate students on preparing their theses.

Cornell University, ILR School. *Graduate degree programs*.

<http://www.ilr.cornell.edu/graddegreeprograms/>

Current and prospective ILR School students will find information on the graduate degree options on this web page.

Cornell University Library, *Library Gateway*

<http://www.library.cornell.edu>

Researchers can search the [Cornell Library Catalog](#) for availability of theses. Information on document delivery and interlibrary loan is also provided.

DSpace at Cornell University.

<http://dspace.library.cornell.edu/index.jsp>

The [Cornell University Graduate School](#) collection contains theses that recent graduate students have made available in this digital repository. Full text of theses and dissertations in the OPEN collection is available to the public.

Houkes, J. M., & Committee of University Industrial Relations Librarians. (1973). *Industrial relations theses and dissertations, 1949-1969; a cumulative bibliography*. Ann Arbor, Mich: Xerox University Microfilms.

This was a comprehensive bibliography of theses and dissertations written in the ILR subject area.

New York State School of Industrial and Labor Relations.

Alumni directory; ILR alumni directory.

Ithaca, N.Y: New York State School of Industrial and Labor Relations, Cornell University.

Print versions of the *Directory* were published irregularly from 1955-2003.

New York State School of Industrial and Labor Relations. Office of the Dean.
New York State School of Industrial and Labor Relations Office of the Dean, Annual report. 1945-1989

Ithaca, N.Y: New York State School of Industrial and Labor Relations, Cornell University.

The *Annual Reports* provide a variety of information on the activities of the ILR School. They usually include statistics and narratives from the academic departments, the library, administrative offices, and the Extension Division.

ProQuest dissertations and thesis.

<http://resolver.library.cornell.edu/misc/5799613>

This database is available to the Cornell community via the Library Gateway. Currently, it includes more than 2 million entries, with coverage from 1861 to the present. Recent theses and dissertations are described by searchable abstracts. Full text of many Cornell theses is available for free through Cornell's subscription.

ProQuest Information and Learning. *Dissertation services.*

http://www.proquest.com/products_umi/dissertations/

ProQuest provides fee-based access to dissertations through this web site. (Cornell researchers should check *ProQuest Dissertations and Thesis* for availability before purchasing a dissertation from this source.)

University Industrial Relations Librarians, Committee of University Industrial Relations Librarians, & Committee of Industrial Relations Librarians. (1949-1978).

Industrial relations theses and dissertations accepted at universities.

Berkeley, Institute: of Industrial Relations, University of California.

This was a cooperative compilation that categorized theses written at universities whose libraries participated in Committee of Industrial Relations Librarians. A more concise version of this publication, compiled by J. M. Houkes, for the years, 1949-1969, is listed above.