

## **ILR Video Transcript**

Featuring Dean Harry Katz

Katz:

I'm Harry Katz, I'm the dean of the ILR School. We are the world's leading college with an applied focus on work, employment and labor issues.

We were founded more than sixty years ago as the School of Industrial and Labor Relations. Today, the ILR school is evolving to keep pace with a workplace that keeps changing.

Our mission is based on responding to problems of the day that affect work and the workplace.

We teach undergraduate and graduate students who get a social sciences perspective and a broad multi-disciplinary understanding of workplace practice and policy.

What makes ILR a particularly unique institution is that students come here and get a solid rigorous academic training, but they also experience and are engaged immediately in the world of work. So, what they find is a mixture of academic training with very practical training. And that sets us apart.

There's no institution that compares and comes anywhere close to the number of faculty that work on problems related to work and employment. We have ninety-five faculty compared to other institutions that may have five or six.

The faculty are the core. From the faculty emanate the leading teaching and the leading research. When we're conducting research, we also are finding out ideas and solutions that we bring into the classroom.

The faculty resource is embellished, is complemented, by resources through all the organizations that we connect with. We connect with the leading corporations of the world, the major unions of the world, with other independent organizations, with political organizations. So when students or faculty, for example, want to find data and call somebody up and say you're from the ILR School and Cornell, they immediately know who you are.

People from around the world access our faculty research through the Catherwood Library. Our library is the best resource on work and employment in North America, and perhaps the best in the world. Access is also available through our digital commons online collection.

Our faculty play an important role in outreach, applying their research and expertise to improve workplace practice and impact government policy.

We also help professionals and their organizations improve their performance through education and leadership training. Our faculty carry out what our mission is all about: teaching, research and outreach.

ILR is greatly strengthened by the incredible university we're a part of. Our students are able to take advantage and pursue coursework all over the university. Imagine that. You have classes taught with faculty that are leaders in their field, faculty that you can go and see in their office. And you can also go across the quad and see faculty of world-class stature in other fields. So what you get is the advantage of a small college and the virtue of a large university.

ILR students are interesting because they're motivated by social, political and organizational problems. I don't have to convince them that they should go out and deal with problems that are practical and concern everyday issues. They're here at ILR, they chose ILR, because they wanted to pursue problems, they want to do things that change the world. And what we do as faculty at ILR is give them the tools to improve and increase the impact they can have on the world, but the motivation to change the world is in the students before they come to ILR. That's why they come to ILR.

When I interact with students what I increasingly hear them telling me as they go out and interview either for summer jobs or for permanent jobs, is that they distinguish themselves in those interviews because of the depth and breadth of their experience. So, where some students that they're competing with know a lot about business and management, our students know a lot about business and management, but they also know a lot about organizations and about conflict. So what they exit ILR with is an incredible training and grounding in leadership skills. They can be leaders in any context, in any environment.

There's few other educational institutions you can think of in the world where you have such a diverse array of organizations recruiting the students. Corporations recruit our students. Law firms recruit our students. Unions recruit our students. Governments recruit our students. Some of our students go work in management, financial services, communications, media or sports, international rights agencies. Others pursue graduate programs. And so, while we provide kind of a grounding and a continuing focus on work and employment, where students take that grounding, how they use that grounding, is ever more diverse.

Our alumni are remarkable and they're great people to interact with. I learn from them all the time. We have leaders of corporations, leaders of unions, leaders of interest groups and rights groups, important legislators are ILR alumni. What's most impressive is the passion our alumni have for the ILR School. That passion is bred in their experience here. And when they leave ILR they don't leave their

interaction with the behind. Alumni are continuously active with our faculty and our school throughout their careers.

The world of work faces enormous change for many of the reasons that there's change elsewhere in society. So that provides challenges to us as researchers, teachers and those engaged in the world of policy. We're changing.

One of the key initiatives at the ILR school is to internationalize much of what we do. So we have international opportunities enhanced on the teaching dimension. We have partnerships with different institutions around the world where our students can study, where they can have internship opportunities that are also international in scope. So students, for example last year were working in Hong Kong, or in Africa, or in China. We just developed a new exchange program with the University of Dublin, that's a portal not only to the interesting things happening in the Irish economy but it's a portal, a window, into all the interesting things happening in Europe. Whether or not they're going to eventually work abroad, the work that they do is going to be increasingly international. Our research is becoming more international.

As the issues of work became more complex and more diverse the school has broadened essentially to stay in the forefront of the issues we're facing not only in the American economy, but the global economy. So the institution is in a state of change and a state of flux. At the same time it has a sense of stability, a sense of continuity, with its traditions and its past.