# CURRICULUM

## FIRST YEAR

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FIRST YEAR - FALL</strong></td>
<td></td>
</tr>
<tr>
<td>First-year Writing Seminar</td>
<td>3</td>
</tr>
<tr>
<td>ILR Colloquium (ILRID 1500)</td>
<td>1</td>
</tr>
<tr>
<td>Introduction to Organizational Behavior (ILROB 1220)</td>
<td>3</td>
</tr>
<tr>
<td>Introductory Microeconomics (ECON 1110)</td>
<td>3</td>
</tr>
<tr>
<td>Electives</td>
<td>6</td>
</tr>
<tr>
<td>PE (University requirement)</td>
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</tr>
<tr>
<td><strong>FIRST YEAR - SPRING</strong></td>
<td></td>
</tr>
<tr>
<td>First-year Writing Seminar</td>
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<tr>
<td>Introduction to U.S. Labor History (ILRLR 1100)</td>
<td>3</td>
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<tr>
<td>Introductory Macroeconomics (ECON 1120)</td>
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<tr>
<td>Science and Technology</td>
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<tr>
<td>Elective</td>
<td>3</td>
</tr>
<tr>
<td>PE (University requirement)</td>
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## SOPHOMORE YEAR

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
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<tbody>
<tr>
<td><strong>SOPHOMORE YEAR - FALL</strong></td>
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</tr>
<tr>
<td>Introductory Statistics (ILRST 2100)</td>
<td>4</td>
</tr>
<tr>
<td>Labor and Employment Law (ILRLR 2010)</td>
<td>3</td>
</tr>
<tr>
<td>Human Resource Management (ILRHR 2600)</td>
<td>3</td>
</tr>
<tr>
<td>Western Intellectual Tradition</td>
<td>3</td>
</tr>
<tr>
<td>Elective</td>
<td>3</td>
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<tr>
<td><strong>SOPHOMORE YEAR - SPRING</strong></td>
<td></td>
</tr>
<tr>
<td>Collective Bargaining (ILRLR 2050)</td>
<td>3</td>
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<tr>
<td>Economics of Wages and Employment (ILRLE 2400)</td>
<td>3</td>
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<tr>
<td>Cultural Perspectives</td>
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<tr>
<td>Advanced Writing</td>
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<tr>
<td>Elective</td>
<td>3</td>
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</table>

## JUNIOR AND SENIOR YEARS

**ILR advanced elective credits**

- 24 ILR advanced elective credits must be from courses within ILR’s six departments.
- Up to 16 ILR advanced elective credits can come from ILR-approved courses in other colleges throughout Cornell, including courses in business, psychology, economics, policy analysis, and foreign languages.
- ILR advanced electives must include one comparative labor course, one economic policy course, and one labor history course, and can also include credits earned through studying abroad, credit internships, or Cornell in Washington.

**General elective credits**

| Total credits required for Bachelor of Science:                       | 120     |

## SELECTED MINORS

- Africana Studies
- Asian American Studies
- Business
- Classics
- Communication
- Economics
- Education
- Global Health
- History
- Inequality Studies
- International Relations
- Italian
- Latino Studies
- Law and Regulation
- Law and Society
- Music
- Natural Resources
- Policy Analysis and Management
- Real Estate
- Spanish
- Theater
- Urban and Regional Studies

ILR ADMISSIONS | 607.255.2222 | ILR_ADMISSIONS@CORNELL.EDU
EMPLOYERS

Aetna, Inc.
Air Products and Chemicals, Inc.
Alcoa, Inc.
ALDI
AlphaSights Ltd.
Amazon.com, Inc.
American Federation of Teachers
AFL-CIO (AFT)
Arista Networks, Inc.
Barclays
Bessemer Trust Company, N.A.
Blackstone Group L.P. (The)
BlikBook Ltd.
Bloomberg Sports LLC
Bloomberg’s
Bonds Hockey Club
Bridges to Community, Inc.
Buck Consultants, LLC
C&S Wholesale Grocers, Inc.
Cabello Associates, Inc.
Capital One
CBRE, Inc.
CEB
Chapman and Cutler LLP
Cintas Corporation
CIT Group Inc.
Citigroup Inc.
Comedy Central/Viacom Inc.
Compensation Advisory Partners LLC
Cornerstone Research
Coming Incorporated
Cougar Town TV Show/Turner Broadcasting System, Inc.
Creative Artists Agency (CAA)
Deloitte Consulting LLP
Deutsche Bank
E.& J. Gallo Winery
Ernst & Young LLP (EY)
ESPN, Inc.
FRHI Hotels & Resorts
Foremost
Gap Inc. (The)
General Electric
Goldman Sachs
Google Inc.
Green Bay Packers, Inc.
Hamilton Lane
Heard Media Services
IBM
IMPAX International, LLC
Indus Valley Partners
International Labour Organization
JP Morgan Chase & Co.
Kayo Scholer LLP
Laborers’ International Union of North America (ILUJA)
Lazard Freres & Co. LLC
Lloyds Banking Group plc
Locus Analytics
Macy’s, Inc.
Manhattan Marketing Ensemble
Manning & Napier
Mclagan
MediaMath, Inc.
MediaVest
MicroStrategy Inc.
Mindshare
Moog Inc.
Morgan Stanley
Nassau County Democratic Committee
National Labor Relations Board
National Underground Railroad Freedom Center
New York Center for Law and Justice
New York Historical Society
New York Life Insurance Company
Niagara Bottling, LLC
Nomura Holdings, Inc.
Northwestern University
Oak Hill Advisors, L.P.
Oracle
Paul, Weiss, Rifkind, Wharton & Garrison LLP
Pearl Meyer & Partners, LLC
Pepsico
Pittsburgh Penguins LP
PricewaterhouseCoopers LLP (PwC)
Procter & Gamble (P&G)
Proskauer LLP
Sabin, Bermant & Gould LLP
Saint-Gobain Corporation
Saks Fifth Avenue, Inc.
Sandisk Corporation
Segal Company (The)
Service Employees International Union (SEIU)
Stanley Black & Decker, Inc.
Tata Consultancy Services
Teach for America
The Goldstein Group
Towers Watson
Travelers Companies, Inc. (The)
United Automobile Workers (UAW)
UBS
United Technologies Corporation
Verizon
Warner Bros. Entertainment Inc.
Weatherby Consulting, LLC

SAMPLE JOB TITLES

BUSINESS

Business Analyst
Executive Excellence Program Trainee
Management Development Program Participant
Project Manager

EDUCATION

Teach for America Corps Member

FINANCIAL SERVICES

Equity Sales Analyst
Financial Analyst
Investment Banking Analyst

GOVT/PUBLIC SERVICE/NONPROFIT

Army Officer

HUMAN RESOURCES CONSULTING

Executive Compensation Analyst
Human Capital Analyst
Talent Development Consultant

HUMAN RESOURCES/ CORPORATE LABOR RELATIONS

Human Resources Generalist
Human Resources Leadership Development Program Participant

LAW SCHOOLS

American University
Washington College of Law
Cornell Law School
CUNY School of Law
Harvard Law School
New York University School of Law
St. John’s University School of Law
The George Washington University

University of Miami School of Law
University of Pennsylvania Law School
University of Virginia School of Law
Vanderbilt Law School
William and Mary, Marshall-Wythe School of Law
Yesiva University, Benjamin N.
Cardozo School of Law

OTHER GRADUATE SCHOOLS

Carleton University (MA, International Affairs)
Cornell University
• MILR, Master of Industrial and Labor Relations
• MS, Industrial and Labor Relations
London School of Economics and Political Science
Tel Aviv University (International Master’s in Security and Diplomacy)
University College Dublin, Michael Smurfit School of Business
(MSc, Human Resource Management)
University of Hawaii, Shidler College of Business & William S.
Richardson School of Law (JD/MBA Joint Degree Program)
SAMPLE ELECTIVES

The following list provides a small sample of the classes ILR students take throughout Cornell to pursue specific academic and career interests. Courses outside of ILR that are approved for ILR advanced elective credit are marked with an asterisk (*).

### LAW

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<thead>
<tr>
<th>ILR Electives</th>
<th>GOVERNMENT/PUBLIC POLICY</th>
</tr>
</thead>
<tbody>
<tr>
<td>ILRST 2150: Statistical Applications in Law and Policy</td>
<td>ILR Electives</td>
</tr>
<tr>
<td>ILRLR 2300: Argumentation and Debate</td>
<td>The Pragmatics of Leadership: Essential Political Negotiating Skills</td>
</tr>
<tr>
<td>ILRLR 4820: Ethics at Work</td>
<td>ILRIC 2350: Work, Labor, and Capital in the Global Economy</td>
</tr>
<tr>
<td>ILRLR 4880: Liberty and Justice for All</td>
<td>ILRIC 3030: Policy Analysis by the Numbers</td>
</tr>
<tr>
<td>ILROB 5790: Negotiation and Conflict Resolution</td>
<td>ILRIC 4330: Politics of the Global North</td>
</tr>
<tr>
<td>ILRLR 6079: Low-Wage Workers and the Law</td>
<td>ILRIC 4011: Comparative Education and Development: Europe and the Americas</td>
</tr>
<tr>
<td>ILRLR 4122: Managing and Resolving Conflict</td>
<td>ILRH 6950: Education, Technology, and Productivity</td>
</tr>
<tr>
<td>ILRLR 4022: Arbitration</td>
<td>ILRH 6605: Non-Profit Finance, Management, and Leadership</td>
</tr>
</tbody>
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### College of Arts and Sciences

- PSYCH 2650: Psychology and Law
- AMST 2022: The Court, Crime, and the Constitution
- PHIL 1960: Law, Science, and Morality
- PHIL 2420: Social and Political Philosophy
- * SOC 2560: Sociology of Law

### College of Agriculture and Life Sciences

- COMM 2760: Persuasion and Social Influence
- AEM 3200: Business Law I

### Cornell Law School

- LAW 4021: Competition Law and Policy
- LAW 4051: The Death Penalty in America
- LAW 4121: Gender, Public Policy, and Law
- LAW 4131: The Nature, Functions, and Limits of Law

### School of Hotel Administration

- HADM 4870: Real Estate Law
- HADM 4890: The Law of the Internet and e-Commerce

### MANAGEMENT/FINANCE/ENTREPRENEURSHIP

<table>
<thead>
<tr>
<th>ILR Electives</th>
<th>College of Arts and Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>ILRHR 6631: Work Groups and Teams</td>
<td>* ECON 2300: International Trade and Finance</td>
</tr>
<tr>
<td>ILRHR 4640: Business Strategy</td>
<td>* ECON 3130: Intermediate Microeconomic Theory</td>
</tr>
<tr>
<td>ILRLR 4030: The Economics of Collective Bargaining in Sports</td>
<td></td>
</tr>
<tr>
<td>ILRLR 6910: Business Strategy and Finance for Human Resources</td>
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</tr>
<tr>
<td>ILRLR 6620: Organization and Work Design</td>
<td></td>
</tr>
<tr>
<td>ILRLR 6690: Managing Compensation</td>
<td></td>
</tr>
<tr>
<td>ILRLRE 4430: Compensation, Incentives, and Productivity</td>
<td></td>
</tr>
<tr>
<td>ILRLR 6011: Negotiation - Theory and Practice</td>
<td></td>
</tr>
</tbody>
</table>

### College of Agriculture and Life Sciences

- AEM 2190: Introduction to Applied Portfolio Management |
- * AEM 3240: Finance |
- * AEM 2240: Financial Accounting |
- AEM 4260: Fixed-Income Securities |
- AEM 3340: Women, Leadership, and Entrepreneurship |
- AEM 3380: Social Entrepreneurs, Innovators, and Problem Solvers |
- * AEM 4300: International Trade Policy |
- * AEM 4500: Resource Economics |

### College of Human Ecology

- * PAM 3340: Corporations, Shareholders, and Policy |
- * PAM 4230: Risk Management and Policy |
- * PAM 3230: Consumer Behavior |
- PAM 3440: Regulating Financial Institutions |

### Johnson Graduate School of Management

- * NBA 3000: Entrepreneur and Private Equities |
- * NCC 5560: Managerial Finance |
- * NBA 5900: Emerging Markets Strategy |
SAMPLE ELECTIVES

The following list provides a small sample of the classes ILR students take throughout Cornell to pursue specific academic and career interests. Courses outside of ILR that are approved for ILR advanced elective credit are marked with an asterisk (*).

HR/CONSULTING

**ILR Electives**
- ILRHR 4672: Leadership Development in Organizations
- ILRHR 2690: Cross-Cultural Perspectives on Work
- ILROB 4260: Managing Creativity
- ILRHR 3650: International Comparative Human Resource Management
- ILRHR 6900: International Comparative Human Resource Management
- ILROB 4700: Group Processes
- ILRHR 4663: HR, Ethics, and Corporate Social Responsibility
- ILRHR 6660: Strategic Human Resource Metrics
- ILRHR 6607: Executive Compensation

**College of Agriculture and Life Sciences**
- *AEM 3250: Personal Enterprise and Small Business Management
- *AEM 4140: Behavioral Economics and Managerial Decisions

**College of Arts and Sciences**
- AMST 3140: History of American Foreign Policy 1912 to the Present
- AMST 3665: American Political Thought from Madison to Malcolm X
- JWST 2668: Ancient Egyptian Civilization
- HIST 2510: Race and Popular Culture
- HIST 2720: The Atlantic World from Conquest to Revolution
- HIST 2820: Science in Western Civilization: Newton to Darwin; Darwin to Einstein

**School of Hotel Administration**
- HADM 3364: Corporate Communication
- *HADM 3870: Business and Hospitality Law

**Labor/Labor Relations**

**ILR Electives**
- ILRLR 3830: Workers' Rights as Human Rights
- ILRLR 3020: Strangers and Citizens: Immigration and Labor in U.S. History
- ILRLR 4000: Union Organizing
- ILRLR 3010: Labor Union Administration
- ILRLR 4865: Public Education and Collective Bargaining
- ILRLR 4022: Arbitration
- ILRLR 6075: Work, Unions, and Labor Relations in the American South

**College of Arts and Sciences**
- GOVT 3413: Modern European Society and Politics
- *SPAN 1210: Elementary Spanish I
- *JAPAN 1101: Elementary Japanese I
- COML 4741: Topics in Modern European Intellectual History

**College of Human Ecology**
- *PAM 3410: Economics of Consumer Law and Protection

**International Relations/Economics**

**ILR Electives**
- ILRLR 3071: Governing Economic Development: The U.S. Experience
- ILRLR 3440: Development of Economic Thought and Institutions
- ILRL 3480: Economic Analysis of the University
- ILRL 4335: Mexico: Politics, Economy, and Society
- ILRL 4375: Comparative Employment Relations in China and India
- ILRL 6330: Comparative Political Economy and Global Debates
- ILRL 6350: Labor Markets and Income Distribution in Developing Economies
- ILRL 4480: Topics in 20th-Century Economic History
- ILRL 6310: Comparative Labor Movements in Latin America
- ILRL 4314: Israeli Labor Relations & Labor Law in Comparative Perspective
- ILRL 4360: Global Comparative Disability Policy

**College of Agriculture and Life Sciences**
- AEM 4420: Emerging Markets
- AEM 4540: China and India: Growth Miracle
- DSOC 2050: International Development

**College of Arts and Sciences**
- HIST 2230: International Law
- *ECON 3125: Statistics and Applied Econometrics
- *ECON 3710: Economic Development
- GOVT 3413: Modern European Society and Politics
- *SPAN 1210: Elementary Spanish I
- *JAPAN 1101: Elementary Japanese I
- COML 4741: Topics in Modern European Intellectual History

**College of Human Ecology**
- *PAM 3410: Economics of Consumer Law and Protection