ILR

OUR PEOPLE,
OUR MISSION,
OUR SPIRIT

Cornell University
ILR School
THE ILR MISSION: PROVIDE IN THE STUDY OF WORK A SOCIAL SCIENCE AND HUMAN PERSPECTIVE, OR THE RESEARCH CAPABILITIES AND RESOURCES WE CAN TEACH IN THESE AREAS, THE BREADTH OF PROGRAMS WE OFFER THAT BLEND THEORY AND PRACTICE WITH ORGANIZATIONAL BEHAVIOR AND CONFLICT RESOLUTION.

TODAY, WE'RE STAYING TRUE TO THOSE PRINCIPLES. AS SOCIETY BECOMES MORE GLOBAL, SO DOES THE WORKPLACE. ISSUES FACED BY ORGANIZATIONS, WORKERS, AND MANAGERS HAVE BECOME MORE DIVERSE AND COMPLEX—AND OUR MISSION AS A LAND GRANT INSTITUTION HAS EVOLVED TO REFLECT THESE CHANGES.

WHAT DOES ILR STAND FOR? PREPARE LEADERS, INFORM NATIONAL AND INTERNATIONAL EMPLOYMENT AND LABOR POLICY, IMPROVE WORKING LIVES.
What you’re learning is how to lead an organization, how to organize people, how to work in a group, how to bargain collectively, how to think critically, and how to form and support a convincing argument.
THE ILR MISSION:

provide in the study of work.

a social sciences and human perspective, or the research capabilities and resources we can

teaching in these areas, the breadth of programs we offer that blend theory and practice with

No other educational institution is quite like ILR. No one has the number of faculty that we do

organizational behavior and conflict resolution.

in a global economy – from human resource management and labor economics and law, to

management relations to the many facets of work that are critical to an organization's survival

Our name – ILR – may be shorter, but our focus has grown. It now extends beyond labor-

these changes.

and complex – and our mission as a land grant institution has evolved to reflect

workplace. Issues faced by organizations, workers and managers have become more diverse

and Labor Relations, we stood for problem solving and peacemaking, with an emphasis

More than six decades ago, when we first opened our doors as the School of Industrial

What does ILR stand for?

We're preparing undergraduates and graduates to be workplace lead-

ers. Helping professionals grow through career-long learning.

Providing expertise that informs work and employment policy.

Sharing knowledge that improves workplace practice.

For ILR, Advancing the World of Work is more than just a

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Today, we're staying true to those principles. As society becomes more global, so does the

on helping labor and management find common ground.

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For ILR, Advancing the World of Work is more than just a

tagline. It's been our tradition for more than six decades,

and it's our future.

Jack Sheinkman Professor

Kenneth F. Kahn Dean and

Harry Katz

Susanne Bruyère

ILD Associate Dean of Outreach

Tarak Shah

MILR/Certificate '09

ILR Change Leader

Lead, Emory University

Sarosh Kuruvilla,

Professor, Asian Studies and

Industrial Relations,

Professors

Karen O'Rell

Shah

Professor, Disability Studies

Comparative Labor

Organizational Behavior

Public Affairs

Human Resource

Industrial Relations

Sahara Shah

MBA '09 served as deputy human resources director for

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‘International Labor and Relations’ – in our state, nation and world. At ILR, our goal is to build a convincing argument. "What you're learning is how to lead an organization, how to organize people, how to work in a group, how to bargain collectively, how to think critically, and how to form opinions that will be used to hear the people," said Shah, now special assistant to the chair of the White House Council on Environmental Quality.

Shah credits Professor Kevin Hallock’s compensation course for helping him build a salary model for campaign employees. When Obama was elected president, Shah was appointed human resources director for the Office of the President-Elect. MBA ’09 served as deputy human resources director for President Obama’s 2008 campaign.

"ILR prepares you to be successful immediately in the workplace. As a student, you learn both what the best solution is for a given situation and how to implement the solution. It’s learning that you can take directly from the classroom to the workplace."

ILR looks at the many dimensions. "To fix a problem at Cornell, I conducted a study to see how students understand the global consequences of local decisions or today’s world of work."

"My global research interests, counseling activities and work with graduate students has certainly benefited me personally, but also my employer. After five years with Emory, I stepped into a new role to lead a major change effort armed with the knowledge and tools obtained through the ILR School."
Donna Ugboaja ’10 was part of a student research team whose findings were presented on Capitol Hill as Congress weighed labor law changes. “I never thought that I would be part of something like this,” she said.

Led by ILR Director of Labor Education Research Kate Bronfenbrenner, researchers tracked employer behavior in 1,004 union National Labor Relations Board election campaigns. “I have learned,” Ugboaja said, “that any dedicated group of people can accomplish anything.”

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Rose Batt
Alice Cook Professor of Women and Work

“Health care is both the largest and the fastest growing sector in the economy. My research on the health care workplace addresses key issues across the world of work.”

“My research often examines changes in the structure of companies, changes in technology or changes in financial markets, and how these affect the world and working people; I bring insights from the real world back to the classroom for my students to debate and discuss and they, in turn, carry forward what they’ve learned into their everyday work lives.”

As one of the world’s pre-eminent information resources on the workplace, the Catherwood Library supports researchers around the globe. We collect the literature of our field in a variety of languages and seek to create information products and services, many of which are accessible without cost to anyone equipped with a web browser.

Gordon Law, Harriet Oxman Director, Catherwood Library

“ILR informs policy and practice through its institutes and centers:

- Employment of women and men
- Retirement and retirement security
- Employment for people with disabilities
- Employee engagement
- Global implications of outsourcing
- Health care reform
- International comparisons of labor market outcomes
- Leadership development
- New York state’s arts and entertainment industry
- Union organizing
- Work, family and gender

“RESEARCH”

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“I use the skills I learned at the ILR School each and every day, whether it’s negotiating a contract or organizational behavior. I have the ability to settle disputes and to work with difficult situations. This program will enable me to build upon this gift and ease into another career. It completes my life experience and ambition.”

Robert Smith
Associate Dean for Academic Affairs
“I’m working directly with policymakers, governments and organizations like the World Bank to help them make more focused decisions on how we can enable poor workers to earn their way out of poverty.”

Beverly Harrison
Associate Vice President for Human Resources & Labor Relations, Nassau Community College
Student, Labor Arbitrator Development Program, Scheinman Institute on Conflict Resolution

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Cornell Higher Education Research Institute
Employment and Disability Institute
Global Labor Institute
Institute for Workplace Studies
Scheinman Institute on Conflict Resolution
NYS AFL-CIO/Cornell Union Leadership Institute
R. Brinkley Smithers Institute for Alcohol-Related Workplace Studies
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“My education prepared me for an HR role that gave me an amazing ability to be impactful. I can list names of people I’ve helped.”

Rebecca Givan
Assistant Professor
Collective Bargaining, Labor Law, and Labor History
International and Comparative Labor

Eddie Rooker ’10 is committed to contributing, in the community and wherever his career leads him. “ILR’s emphasis on social responsibility, ethics and your obligation to the greater good,” he said, “illustrates the importance of making a positive impact, no matter where you are.”

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Michael Furman
ILR ’79
Senior Director, Human Resources,
Teva Pharmaceuticals USA

Dave Price ’87
Weather Anchor
CBS News “The Early Show”

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