



Industrial and Labor Relations: FALL 2009 Course–Room & Time Roster

Collective Bargaining (ILRCB)

ILRCB 1100: Introduction to U.S. Labor History					3.0 HRS	LET ONLY
1199	LEC 001	MW	1140A-1255P	IVS 217	C. Daniel	
1201	LEC 002	TR	1010-1100A	IVS 105	I. DeVault	
25439	DIS 221	F	1115A-1205P	IVS 107		
25440	DIS 222	F	1220-0110P	IVS 107		
25441	DIS 223	F	0125-0215P	IVS 107		
9511	LEC 003	TR	1220-0110P	IVS 105	J. Berger	
25673	DIS 321	F	1115A-1205P	IVS 112		
25674	DIS 322	F	1220-0110P	IVS 112		
25675	DIS 323	F	0125-0215P	IVS 112		

Introductory survey covering the major changes in the nature of work, the workforce, and the institutions involved in industrial relations from the late 19th century to the present.

ILRCB 2010: Labor & Employment Law					3.0 HRS	LET ONLY
1209	LEC 001	MW	1140A-1255P	IVS 219	R. Lieberwitz	
1211	LEC 002	TR	1140A-1255P	IVS 217	K. Griffith	
25256	LEC 003	MW	0125-0240P	IVS 217	J. Gross	

Survey and analysis of the law governing labor relations and employee rights in the workplace. The first half of the course examines the legal framework in which collective bargaining takes place, including union organizational campaigns, negotiations for and enforcement of collective bargaining agreements, and the use of economic pressure. The second half surveys the laws against discrimination based on race, religion, sex, national origin, age, and disability. Also serves as an introduction to judicial and administrative systems.

ILRCB 2050: Collective Bargaining					3.0 HRS	LET ONLY
5983	LEC 001	MW	0840-0955A	IVS 219	R. Hurd	
5985	LEC 002	MW	1010-1125A	IVS 219	A. Colvin	

Comprehensive introduction to industrial relations and collective bargaining in the United States; the negotiation, scope, and day-to-day administration of contracts; the major substantive issues in bargaining, including their implication for public policy; industrial conflict; the major challenges facing unions and employers today; U.S. industrial relations in international and comparative perspective.

ILRCB 2061: Citizenship, Race and Class in Twentieth-Century America Sophomore Writing					3.0 HRS	LET ONLY
25257	LEC 001	TR	0255-0410P	IVS 107	J. Berger	

Explores the ways Americans have defined what it means to be a citizen of the United States. How have understandings of race and ethnicity influenced immigration policy and determined who can or cannot become a citizen? Why do some members of minority groups argue they historically have had only second-class citizenship? What types of benefits and rights should citizenship entail?

ILRCB 2063: Body, Mind, and Soul Sophomore Writing					3.0 HRS	LET ONLY
25427	LEC 001	MW	0255-0410P	IV 107	J. Cowie	

Limited to 15 students. Bruce Springsteen once said that Elvis Presley freed our bodies and Bob Dylan freed our minds. Ever since then, Springsteen has been working on our souls. This sophomore writing seminar will hone our analytical and writing skills by examining the historical context and artistic expressions of these three icons of the fifties, sixties, and seventies respectively. We will explore the roots of each artist's work in relationship to history, race, gender, class, postwar culture, politics, as well as each other. This writing seminar will require an intensive amount of reading, writing, and re-writing in order to penetrate the complexities of these artists' contributions to American culture.

~~**ILRCB 2090: Work and Labor in the Global Economy — Sophomore Writing 3.0 HRS LET ONLY Cancelled**~~

~~25258 Lec 001 MW 1010-1125A IVS 103 K. Bronfenbrenner~~

~~Limited to 20 students. Fulfills sophomore writing requirement. Examines the evolution of American workplace in the past 20 years in the context of the global economy. Through a combination of nonfiction, fiction, workplace site visits, worker interviews, guest speakers, and weekly short writing assignments, students explore the changing nature of corporate structure, the workplace, the work process, and workers' lives in a range of occupations in five different sectors of the economy: IT, manufacturing, public sector, health care, and casual labor. Guest speakers include workers, union leaders, and employers from companies in the target sectors and site visits are made to both union and nonunion facilities. Particular emphasis is placed on exploring how work, workers, and communities have been impacted by globalization.~~

ILRCB 3010: Labor Union Administration 4.0 HRS LET ONLY

25259 LEC 001 T 0125-0425P IVS 109 R. Hurd

Study and analysis of the structure and operations of American unions, including the complicated internal life of the organizations; the varied environments in which unions develop and grow or decline; the relationship of national unions, local unions, and members in the context of internal union government; the ways in which unions are set up to handle organizing, collective bargaining, contract administration, and political activity; and the widespread movement toward merger and consolidation of unions. Examines the role of union leaders and the strategic choices they make. Attention is given to current developments in the labor movement and to the external problems of attaining union democracy.

ILRCB 3020: Strangers & Citizens: Immigration & Labor in U.S. History 4.0 HRS LET ONLY

9401 LEC 001 TR 0125-0240P IVS 111 I. DeVault

Explores immigrant workers' experiences in the 19th and 20th centuries from different perspectives. Students examine what it meant to the immigrants themselves to arrive as strangers in the United States while also examining the ways in which preexisting American groups defined these immigrants as "strangers." Similarly, students look at the U.S. citizens in their roles as greeters of immigrants, detractors of immigrants, and as models for the aspirations of immigrants. The main examples are taken from the industrial and union realms.

ILRCB 3071: Governing Economic Development: The U.S. Experience 4.0 HRS LET ONLY

25358 LEC 001 TR 0255-0410P IVS 219 R. Applegate

Surveys the history of U.S. economic development from the perspective of the governance structures created to organize and control economic activity, emphasizing the changing regulatory roles of public and private institutions. Coursework covers successive periods of economic development: a comparison of the 'old liberal' governance regimes of the 19th century with the 'new liberal' regimes created in the 20th century is followed by an investigation of the post-1970s contest between 'neoliberal' and 'neoprogressive' forms of economic regulation.

ILRCB 3072: Union Advocacy for Equality and Social Justice 1st 7 wks 2.0 HRS LET ONLY

25374 LEC 001 W 0125-0425P IVS 108 R. Hurd

An exploration of the US labor movement's relatively recent embrace of immigrant rights and support for the concerns of lesbian, gay, bisexual and transgender workers. Also a review of labor's longer term involvement in the women's rights and the civil rights movements. Attention to the role of labor constituency groups including Coalition of Labor Union Women, Asian Pacific American Labor Alliance, A. Phillip Randolph Institute, Coalition of Black Trade Unionists, Labor Council for Latin American Advancement, and Pride at Work. Also individual union political advocacy and targeted bargaining innovations related to equality and social justice.

ILRCB 3830: Workers' Rights as Human Rights 4.0 HRS LET ONLY

9857 LEC 001 MW 1010-1125A IVS 109 J. Gross

Examines U.S. domestic labor law and policy using internationally accepted human rights principles as standards for judgment. Considers the idea of human rights, its philosophical and moral origins, and introduces the legal and social obligations of both governments and non-state actors to respect the human rights of workers. Topics include the Universal Declaration on Human Rights, ILO International Labor Standards, the Declaration on Fundamental Principles and Rights at Work, workers' freedom of association and the right to organize and collectively bargain, occupational health and safety, discrimination, forced labor, child labor, migrant labor, labor rights defined in international trade agreements, the value judgments underlying labor policy choices, and the struggle for enforcement of human rights standards nationally and internationally. The course examines these topics in an internationally comparative context and includes presentations and discussions from international experts on various human rights issues.

ILRCB 3860: African American Social History, 1910-Present: Race, Work & the City **4.0 HRS** **LET ONLY**

25260 LEC 001 MW 0255-0410P IVS 219 N. Salvatore

Examines the experience of black Americans from the start of the Great Migration just before World War I. Topics include the effects of migration on work experiences and unionization patterns, the impact of depression and two world wars on black social structure and economic status, the growth of the Civil Rights movement, and the impact of migration and urbanization on a variety of social and cultural institutions.

ILRCB 4000: Union Organizing **4.0 HRS** **LET ONLY**

25261 LEC 001 MW 0255-0410P IVS 112 K. Bronfenbrenner

Prerequisites: ILRCB 2010/5010, 2050/5000. Examines the theory, practice, and strategy of organizing in a global economy. Addresses current challenges facing unions organizing in both the public and private sector, in certification elections and card check campaigns. The topics covered include review of organizing theory, the social and political context of current organizing, the debate on organizing policy and labor law reform, worker attitudes toward organizing, changing employer strategies and tactics, staffing and financing organizing campaigns, strategic targeting, organizing styles and tactics, changing demographics of newly organized workers, organizing outside the labor board process, and the limits and possibilities of organizing on a global scale.

ILRCB 4030: The Economics of Collective Bargaining in Sports **4.0 HRS** **LET ONLY**

9863 LEC 001 TR 1010-1125A IVS 108 L. Kahn

Surveys economic and industrial issues in the sports industry. Topics include salary determination, including free agency, salary caps, salary arbitration; competitive balance and financial health of sports leagues; antitrust issues in sports; labor disputes, union history, and contract administration issues in sports leagues; discrimination in sports; and performance incentives.

ILRCB 4040: Contract Administration **4.0 HRS** **LET ONLY**

26538 LEC 001 MW 1010-1125A IVS 107 K. Bronfenbrenner

Prerequisites: ILRCB 2010/5010, 2050/5000. Focuses on the practice, nature, and challenges of union representation under collective bargaining agreements. Working with union contracts, constitutions, and by-laws from a diversity of national and local public and private sector agreements, the course examines how U.S. unions represent their members in different industries and different collective bargaining environments. Issues addressed include union representative/steward rights and responsibilities, contract enforcement structures and practice, access to information, new work systems, hours of work and scheduling, contingent staffing arrangements, workplace discrimination, health and safety, promotional opportunities, downsizing, leadership development, membership involvement and commitment, internal organizing, community coalition building, and decertification campaigns. Students practice hands-on work in interpreting contract language and preparing and presenting grievances and unfair labor practices.

ILRCB 4051: Employment Law II **4.0 HRS** **LET ONLY**

25375 LEC 001 TR 1010-1125A IVS 109 L. Adler

Prerequisites: ILRCB 2010, 5010, or permission of instructor. Attendance and class participation mandatory. May be taken either before or after ILRCB 4050. Takes a similar approach to ILRCB 4050, but the subject matter differs. Topics include the meaning and validity of pre-employment arbitration agreements; the critical distinctions in the status and thus the rights of employees, independent contractors, and contingent workers; what rights the working poor, the homeless, and workfare individuals have on the "job;" and the origin and application of the workers' compensation laws that apply when people are injured or contract disease from their work. One study reviews primarily federal and state court decisions and focuses on the way that employees' rights are advanced or constricted by the law. There are considerable reading responsibilities.

ILRCB 6011: Negotiation: Theory & Practice **4.0 HRS** **LET ONLY**

1461 LEC 001 MW 0125-0240P IVS 111 R. Seeber

Prerequisites: background in economics and social sciences, or permission of instructor. Deals with negotiation and bargaining, focusing on process, practice, and procedures. Concentrates on the use of negotiation and bargaining to resolve conflicts and disputes between organizations and groups. Discusses various theories of negotiation, including conventional, "Positional" bargaining, interest-based bargaining, the use of power in negotiation, and game theoretic approaches to bargaining. Examples, cases, and exercises are used to illustrate general principles. This is a generic negotiation course and thus does not deal with labor relations nor does it focus on any particular type of negotiation. Rather, it examines negotiation and bargaining generally, using examples drawn from several contexts, including employment relations, environmental disputes, real estate transactions, and other settings.

ILRCB 6012: ~~Managing and Resolving Conflict~~ ~~CANCELLED~~ 4.0 HRS LET ONLY

5567 LEC 001 MW 0255-0410P IVS 111 A. Colvin

Prerequisite: background in economics and social sciences, or permission of instructor. Deals with managing and resolving workplace conflicts and examines dispute resolution and conflict management in both union and nonunion settings. The course covers two related topics: (1) third-party dispute resolution, including Alternative Dispute Resolution (ADR). This part focuses primarily on the use of mediation and arbitration but also deals with other dispute resolution techniques, such as fact-finding, facilitation, peer review, and the ombuds function; (2) conflict management in organizations, including the recent development of conflict management systems. The course reviews the factors that have caused the growth of ADR and conflict management systems, and it provides instruction on the design, implementation, and evaluation of such systems.

ILRCB 6020: Arbitration 4.0 HRS LET ONLY

25263 SEM 001 MW 1010-1125A IVS 215 R. Lieberwitz

Limited to 21 students. Prerequisites: ILRCB 2010, 2050; 5000, and 5010. Study of arbitration in the field of labor-management relations, including an analysis of principles and practices, the law of arbitration, the handling of materials in briefs or oral presentation, the conduct of a mock arbitration hearing, and the preparation of arbitration opinions and post-hearing briefs.

ILRCB 6025: Employee Benefits: Law and Practice (2nd 7 wks. 10/14) 2.0 HRS LET ONLY

26298 LEC 001 W 0700-0930P IVS 217 L. Compa

Offers a general overview of the basics of ERISA, retirement plans, and health insurance, with some additional treatment of other employee benefits like sick leave, parental leave and child care. We will examine these issues in 1) a policy context, since health insurance and pension protection will be at the top of the national policy agenda with a new administration and Congress in Washington, and 2) a collective bargaining context, since bargaining over employee benefits present sharp challenges to employer and union negotiators.

ILRCB 6082: Collective Bargaining Simulation 4.0 HRS LET ONLY

**25414 LEC 001 M 0730-1030P IVS 215 Primary H. Kramer
IVS 108 Breakout Room**

Limited to 18 students. Prerequisite: junior, senior, or graduate standing. Recommended: previous or concurrent enrollment in collective bargaining theory and labor law course. Attendance at first class mandatory. Up to two required evening extended bargaining sessions. Students prepare for and participate in a simulated negotiation between a hypothetical corporation and a hypothetical union in a typical big company with mid-size single site bargaining unit context. Students are assigned, usually in line with preferences, to either a management or union bargaining team. The course stresses the negotiation process over settlement or substantive outcomes. Negotiation problems are as real life as possible, constrained by student time needs and with attention given to dynamic legal, political, economic, and communications concerns as well as power, information, and time factors. Participants plan for negotiations, reach agreements in principle and negotiate language, bargain wages, pensions, health care and noneconomic items in the context of a company and union with an established contract, policies, and culture. This is a hands-on program with active participation essential.

ILRCB 6084: Public Policy and Public Sector Employment Relations (1st 7 wks 8/27) 2.0 HRS LET ONLY

26163 LEC 001 TR 0125-0240P IVS 112 S. Klingel

Prerequisite: ILRCB 2010 or permission of instructor. Examine legal and other public employment conflicts created by taxation, education, fiscal failings and labor/management problems. Our understanding will be informed by assessing the conflict resolution value of litigation, interest based bargaining, traditional collective bargaining, and alternative dispute resolution mechanisms. Journal review, legal cases, and policy readings related to current, critical challenges to the public employment relationship will comprise our traditional study. As important will be field trip work with dispute resolution professionals, litigators, and collective bargaining practitioners.

ILRCB 6840: Employment Discrimination and the Law 4.0 HRS LET ONLY

9867 LEC 001 TR 0255-0410P IVS 215 K. Griffith

Prerequisite: ILRCB 2010/5010 or equivalent. Examines the laws against employment discrimination based on race, color, religion, sex, national origin, age, and disability.

ILRCB 9800: Workshop in Collective Bargaining, Labor Law, and Labor History 2.0 HRS S/U ONLY

25426 SEM 001 T 0420-0620P IVS 219 Staff

Prerequisite: M.S. and Ph.D. candidates in department. Provides a forum for the presentation of current research being undertaken by faculty members and graduate students in the Department of Collective Bargaining, Labor Law, and Labor History, and by invited guests. All M.S. and Ph.D. candidates in the department who are at work on their theses are strongly urged to enroll. Each student is expected to make at least one presentation during the year, focusing on the formulation, design, execution, and results of his or her thesis research.

Human Resource Management (ILRHR)

ILRHR 2600: Human Resource Management					3.0 HRS	LET ONLY
1265	LEC 001	MW	0905-0955A	IVS 305	L. Dragoni	
25264	DIS 201	F	0905-0955A	IVS 215		
25265	DIS 202	F	1010-1100A	IVS 215		
25331	DIS 203	F	1115A-1205P	IVS 215		
25332	DIS 204	F	1220-0110P	IVS 215		
25333	DIS 205	F	0125-0215P	IVS 215		
25334	DIS 206	F	0230-0320P	IVS 215		
25335	DIS 207	F	0905-0955A	IVS 219		
25336	DIS 208	F	1010-1100A	IVS 219		
25337	DIS 209	F	1115A-1205P	IVS 219		
25338	DIS 210	F	1220-0110P	IVS 219		
25339	DIS 211	F	0125-0215P	IVS 219		
25340	DIS 212	F	0230-0320P	IVS 219		

Prerequisite: ILR students or permission of instructor. Intended to introduce students to the field of human resource management (HRM). Students learn theories and applications involved in effectively managing people in organizations. In addition, this course covers current topics in HRM that have resulted from environmental and organizational challenges, e.g., technology, globalization, legislation, restructuring, work/life balance, changing labor markets, and so on. Emphasis is placed on developing relevant problem solving and critical thinking skills, as the basic concepts of HRM and the skills developed in this course are applicable to all types of organizations and jobs in which students will eventually work.

ILRHR 2660: Essential Desktop Applications					2.0 HRS	S/U ONLY
1267	LEC 001	M	1220-0215P	IVS 118	C. Homrighouse	
1269	LEC 002	F	1220-0215P	IVS 118	C. Homrighouse	
1271	LEC 003	M	1010A-1205P	IVS 118	C. Homrighouse	
1273	LEC 004	F	1010A-1205P	IVS 118	C. Homrighouse	
1275	LEC 005	T	1010A-1205P	IVS 118	C. Homrighouse	

Limited enrollment. Provides skills in the use of personal computers that run the Windows operating system. Covers the basics and time-saving techniques for Windows, Lexis Nexis, and Microsoft Excel, Access, and PowerPoint. Emphasizes hands-on experience and development of PC-based solutions by using examples that address human resource and other practical real-world issues. The skills developed in this course are useful prerequisites for several elective courses in human resource management and essential in the 21st-century workplace.

ILRHR 3620: Career Development: Theory & Practice (1st 7 wks. 8/27)					2.0 HRS	S/U ONLY
1301	LEC 001	TR	0255-0410P	IVS 112	L. Gasser	

Limited to 30 students. Covers the components of career management, individual factors, and organizational realities in the development of both careers and organized programs for career management. Two complementary learning tasks are required: information-gathering for career decision making based on self-assessment activities, and comprehension of organizational circumstances and practices encountered as careers develop. Grades are based on short writing assignments and a research paper.

ILRHR 3650: Organizational Consulting: Process and Results					4.0 HRS	LET ONLY
25266	LEC 001	M	0125-0425P	IVS 215	R. B. Hewerston	

Prerequisite: ILRHR 2600 or equivalent. Provides students with the insights and tools they need to work successfully as human resource generalists who consult with operating managers to improve organizational effectiveness. The consulting process is examined from both an interpersonal and systems perspective. This includes the knowledge and skills required to build trust and influence, contract with clients, and maintain good working relationships with clients. It also includes developing a clear comprehension of the consulting process from diagnosis, through action planning, to implementation and completion. While attention is given to theory and practice, the focus is on gaining hands-on experience dealing with real-world issues. As a final project, students design and present consulting plans based on actual case situations (e.g., implementing a new HR program, effectuating a new organizational culture, and enhancing project team operations).

ILRHR 4620: Staffing Organizations **4.0 HRS** **LET ONLY**

25267 LEC 001 TR 1010-1125A IVS 215 B. Livingston

Prerequisite: undergraduate standing. Seminar designed to provide an overview of the processes by which organizations staff positions with both external and internal applicants. Through a combination of lectures, cases, and projects, the course covers theory, research, and legal foundations that inform organizational staffing actions. Topics include staffing strategy and context, measurement of staffing effectiveness, job/competency analysis, human resource planning, recruitment and job choice, retention, and internal and external selection practices.

ILRHR 4632: Finance for Human Resources (2nd 7 wks. 10/14) **2.0 HRS** **LET ONLY**

25268 LEC 001 MW 0840-0955A IVS 215 J. Grasso

Limited to 50 students. Provide students with basic concepts of financial management and analysis with an emphasis on human resource applications. Includes: understanding financial statements, the financial structure of the firm; evaluation of financial performance; industry analysis; cash flow and budgeting. Focuses on how corporations finance growth through debt, equity, and alternative financing vehicles. Will use the case study method to evaluate financial and human resource management issues. Will discuss corporate governance; review corporate proxy statements; and examine social responsibility, ethics, and fraud issues. Students will become familiar with SEC, FASB, IRS, PBGC, and Sarbanes-Oxley requirements. Will need to complete two analyses (in business memo format) and to complete a final exam. Some group project work may be required.

ILRHR 4640: Business Strategy **4.0 HRS** **LET ONLY**

1373 LEC 001 TR 0840-0955 IVS 215 D. Cohen

Prerequisite: undergraduate standing. Integrative course focusing on strategic management. The main purpose is to provide an opportunity for students to study and analyze issues associated with strategic thinking in complex business situations, top management decision making, and the functions of corporations as a whole. Allows students to bring together all of the functional skills they have learned in other business or related classes (e.g., marketing, accounting, finance, human resources) and to apply this knowledge to business problems faced by top management in existing organizations. Class format includes lectures and case studies.

ILRHR 4660: Entrepreneurship and Small Business **4.0 HRS** **LET ONLY**

5987 LEC 001 TR 1140A-1255P IVS 215 D. Cohen

Broadly addresses strategic issues in the startup phase and management of entrepreneurial firms and small businesses. Topics include opportunity recognition, satisfying real market needs, strategy, performance, financial planning, growth, and innovation. The course consists of a mix of lectures, case studies, guest speakers, and a final group project.

ILRHR 4663: HR, Ethics, and Corporate Social Responsibility **4.0 HRS** **LET ONLY**

26583 LEC 001 MW 1140A-1255P IVS 108 P. Wright

Will examine the role of the HR function and individual HR professionals in promoting ethics and corporate social responsibility (CSR) within the companies they work for. Issues covered will be individual worldview as a source of individual values and ethics, organizational values and ethical leadership, and the concept of CSR and Sustainability. The class will use lecture, class discussion, films, and executive speakers to explore these topics.

ILRHR 4680: Human Resource Management Simulation (1st 7 wks. 8/27) ~~CANCELLED~~ 2.0 HRS **LET ONLY**

1375 LEC 001 W 0700-1000P IVS 215 Primary W. Wasmuth
IVS 219, 107, 108, 112 Breakout Rooms

Limited to 30 students. Prerequisite: junior or senior standing; ILRHR 2600 or equivalent. Regular attendance mandatory. Uses a simulation model and an open-systems approach as means to enhance students' skills in strategic planning and managerial decision making. Attention is given to the implications and efforts of strategic human resource managerial and supervisory decisions as measured by 10 organizational performance indicators, including quality of work life, employee productivity, customer satisfaction, employee retention, internal control, and the bottom line. Each student is assigned to a group (team) of five members and must be committed to the work of that group. An individual research paper is also required.

ILRHR 5600: Human Resource Management **3.0 HRS** **LET ONLY**

1381 LEC 001 MW 0840-0955A IVS 217 C. Collins

Prerequisite: graduate standing. Survey course designed to provide an introduction to concepts and topics in human resource management. Consideration is given to theories and applications involved in effectively managing people in organizations. Topics include recruitment, staffing, training, performance management, retention, compensation, international human resource management, and the legal environment. Emphasis is placed on exploring these issues from both strategic and tactical levels to increase organizational effectiveness.

ILRHR 6590: HR Challenge: Balancing, Ethics, Economics, & Social Responsibility	4.0 HRS	LET ONLY
25651 LEC 001 MW 1010-1125A	IVS 108	P. Wright

Limited to 15 students. Prerequisite: ILRHR 2600/5600; M.I.L.R. graduates; seniors by permission of instructor. Examines the challenges of synthesizing personal/professional ethics with professional responsibilities and synthesizing organizational economic demands with social responsibility, particularly focusing on how these issues impact HR professionals. These concerns are examined from both ends of the political spectrum. The course is taught in a seminar format in which students are expected to participate in and lead class discussions.

ILRHR 6600: HR Leadership: View from the Top	4.0 HRS	LET ONLY
1393 LEC 001 W 0125-0425P	IVS 215	L. Dyer

Limited to 30 students. Prerequisites: ILRHR 2600/5600 or equivalent, senior or graduate standing, and permission of instructor. Hands-on course offering students a unique opportunity to learn about strategic business and human resource issues from the perspectives of senior HR executives. Five chief human resource officers (CHROs) from major corporations meet with the class for lively give-and-take sessions on subjects of strategic and topical interest to their organizations. Before their visits, teams prepare background papers on the speakers, their companies, and their topics. Students discuss these papers before the visits to assure readiness to address the issues at hand when the CHROs arrive. During the visits the teams host the CHROs and usually have an opportunity to interact informally with them. After the visits, the teams revise their background papers into white papers that reflect insights gleaned from their research and discussions. Subsequently, all five white papers are assembled in a book that is shared with the CHROs and others.

ILRHR 6602: Introduction to HR Information Systems	1.0 HRS	LET ONLY
1387 LEC 001 T 1220-0215P	IVS 118	C. Homrighouse

Prerequisite: ILRHR 2660 or equivalent; use of Access or similar database package for at least data entry and report generation. Focuses on understanding how and why human resource information systems are developed, maintained, and managed. A database is designed from the ground up, beginning with basic instruction on the need for and how to create a relational database. Once the initial design is in place, the data are manipulated to create reports, forms, and queries to assist in human resource decisions. The course examines ways to make databases efficient and consistent. Production database systems such as PeopleSoft also are reviewed and used. All instruction is hands-on and supplemented with assigned readings and guest lectures.

ILRHR 6607: Executive Compensation	4.0 HRS	LET ONLY
15893 LEC 001 M 0700-1000P	IVS 217	C. Tharp

Prerequisite: ILRHR 5600 or equivalent. Provides students with an in-depth understanding of the structure and governance of executive compensation programs and practices. Course material draws upon theory and research in executive compensation and explores current legislative and shareholder reform initiatives affecting executive pay. The topic is approached from a multi-stakeholder perspective taking into account the interests of shareholders, institutional investors, advocacy groups, social activists, governmental regulators, employees, and executives. Also examined are the linkages between executive compensation and business strategy; issues surrounding compliance with securities laws, tax regulations, accounting standards, and principles of good corporate governance; various types of executive pay programs, including equity-based incentives, perquisites, and executive benefits; the roles of corporate compensation committees and independent compensation consultants; and current trends and best practices.

ILRHR 6650: Business Strategy and Human Resources	4.0 HRS	LET ONLY
25741 LEC 001 T 0700-1000P	IVS 217	M. D. Burton

Prerequisite: ILRHR 2600/5600; three other courses in human resource studies; permission of instructor. In this capstone course in HR studies, students integrate the theories and practices learned in other courses, to explore the linkages between business strategy and HRM. Extensive fieldwork is involved. The field projects are designed to make students explore and understand business strategy and draw upon and integrate their course work in HR staffing, training and development, compensation and rewards, and new work systems.

ILRHR 6672: Workplace Learning and Development	(1st 7 wks. 8/27)	2.0 HRS	LET ONLY
26304 LEC 001 MW 1140A-1255P	IVS 111	B. Bell	

Prerequisite: ILRHR 5600 or permission of instructor. Now more than ever, organizations must rely on workplace learning and continuous improvement in order to achieve competitive advantage. This course focuses on current topics in the field of workplace learning and development, including performance consulting, aligning learning activities with strategic needs, designing and implementing learning and performance improvement programs, and evaluating the success of these efforts. The overall purpose of the course is to provide students with an understanding of how the success of individuals, teams, and organizations is tied to workplace learning and development.

ILRHR 6910: Finance for Human Resources **4.0 HRS** **LET ONLY**

5989 LEC 001 MW 1010-1125A IVS 217 K. Hallock

Helps students understand some basic ideas in finance from the perspective of human resource management. Broadly considers certain topics that include: overview of financial markets, how firms issue securities, history and pitfalls in investing, the time value of money, investment criteria such as net present value, risk versus return and the opportunity cost of capital, capital asset pricing, capital budgeting and risk, market efficiency and predictability, measuring firm financial performance and reading financial statements, event studies in finance and economics, mergers, ESOPs and stock options, executive compensation, the relationship between job loss and firm outcomes, and other forms of organizational form such as nonprofits. Covers theoretical ideas and has many empirical, policy, and practitioner-relevant applications.

~~**ILRHR 6930: Training and Development in Organizations** **4.0 HRS** **LET ONLY**~~ **CANCELLED**

~~**25270 LEC 001 TR 1010-1125A IVS 111 B. Bell**~~

~~*Prerequisite: ILRHR 5600 or permission of instructor.* Acquaints students with aspects of learning in organizations. Begins by discussing organizational learning and then focuses more narrowly on specific ways in which learning is achieved through the training and development functions. Topics include how learning is linked to organizational strategy, how to determine that training is needed, issues regarding the design of training programs, current training techniques, evaluation strategies, and management development practices.~~

ILRHR 7640: Comparative International Perspectives on Work & HR Systems **3.0 HRS** **LET ONLY**

27667 LEC 001 W 0255-0530P TBD R. Batt

Research seminar focusing on comparative international research on work and human resource systems. It draws on institutional theories and empirical research across several disciplines to examine the intersection between institutions and organizations. What is the relative importance of markets, technology, management strategies, and the institutional environment in shaping work and employment systems? It considers how and why firms adopt alternative approaches to work and how variation in these choices shapes outcomes of interest to firms, employees, and other key stakeholder groups. The seminar is designed to help students formulate theoretically driven research questions of critical importance to the field and to develop appropriate qualitative and quantitative research methodologies.

ILRHR 9600: Workshop In Human Resource Studies **2.0 HRS** **S/U ONLY**

1611 LEC 001 T 0115-0245P IVS 219 L. Dragoni

Prerequisite: M.S. and Ph.D. candidates. Provides a forum for the presentation and critical discussion of current research being undertaken by graduate students, faculty members, and invited guests in the field of human resource studies. All M.S. and Ph.D. candidates in the Department of Human Resource Studies are urged to enroll; candidates in other departments are cordially invited. Each participant has an opportunity to benefit from the collective wisdom of the others in the formulation, design, and execution of his or her research, as well as to become current on the latest developments in the field.

~~**ILRHR 9620: Doctoral Research Seminar In Strategic HRM (Macro)** **3.0 HRS** **LET ONLY**~~ **CANCELLED**

~~**15895 LEC 001 M 0125-0425P IVS 108 P. Wright**~~

~~*Prerequisite: Ph.D. candidates.* Aimed at reading, understanding, and conducting research in HRM. Students should obtain thorough understanding of the current research in traditional areas of Human Resource Management (HRM) such as validation, job analysis, EEO, selection, performance appraisal, compensation, and training and should develop the skills necessary to evaluate, criticize, and contribute to the literature on HRM.~~

International and Comparative Labor (ILRIC)

ILRIC 2301: Migrants and Migration **Sophomore Writing** **3.0 HRS** **LET ONLY**

18651 LEC 001 TR 0255-0410P IVS 108 M. Cook

Focuses on the international migration experience through the perspective of migrants themselves, drawing upon first-person accounts, letters and interviews, fiction and non-fiction. Looks at global and regional migration processes and at national policies that shape migration.

ILRIC 2350: Work, Labor, and Capital in the Global Economy **3.0 HRS** **LET ONLY**

15767 LEC 001 MW 0125-0240P IVS 115 R. Applegate/R. Batt/K. Griffith/S. Kuruvilla

Provides an introduction to how globalization is changing the nature of work, labor, and capital. It examines both contemporary and historical debates about globalization, but also covers a number of interrelated issues, including the regulation of labor standards, the mobility of capital, the rise of global production systems, and international labor migration. Lectures and discussion for the topics mentioned above will be grounded in the experiences of different countries, firms, workplaces, industrial sectors, and individuals.

ILRIC 3340: Perspectives on Work and Welfare Sophomore Writing 4.0 HRS LET ONLY

17625 LEC 001 TR 0125-0240P IVS 107 R. Givan

Examines the relationship between work and welfare from a variety of perspectives. Examples will be drawn from advanced industrial countries, and international comparisons will be emphasized. Key topics will include: welfare state foundation and development; social citizenship, constructions of the deserving and undeserving poor; welfare reform; the relationship between low wage work and welfare; competing notions of entitlement and universality; the male breadwinner model; firms and welfare.

ILRIC 4330: Politics of the Global North (also GOVT 3303) 4.0 HRS LET ONLY

15929 LEC 001 TR 1140A-12:55P IVS 305 L. Turner

With an emphasis on current events and world affairs, this course examines global governance and economic policy debates. We consider conflicts around markets, democracy, and global justice, including efforts aimed at economic recovery and the reform of national and global economic policy and institutions. We also look at distinctive types of political and economic organization, especially in Europe and the United States, and the capacities of these societies to meet current economic, political, and social challenges, both domestic and international.

ILRIC 6013: Unions, Climate Protection, and Sustainability (1st 7 wks. 8/27) 2.0 HRS LET ONLY

26303 LEC 001 W 0730-1000P IVS 115 S. Sweeney

Explores the unique role that trade unions and other workers' organizations are playing in the domestic and global effort to build a low carbon sustainable economy. It examines the tensions between old (but still dominant) growth-centered and producerist trade unionism and the new policy paradigm taking root in trade unions around climate protection, work-life balance and sustainability more generally.

ILRIC 6014: Israeli Labor Relations & Labor Law in Comparative Perspective (10/19-12/5) 2.0 HRS LET ONLY

26582 LEC 001 TR 0125-0240P IVS 215 S. Adler

Will describe Israeli labor relations and labor law, with comparative references to U.S. and European labor relations and labor law.

ILRIC 6310: Comparative Labor Movements in Latin America 4.0 HRS LET ONLY

25525 LEC 001 TR 1140A-12:55P IVS 112 M. Cook

Examines the historical development of labor movements in Latin America, their role in national political and economic development, and the impact of economic liberalization authoritarianism, and redemocratization on contemporary labor organizations in the region. Countries examined include, but are not limited to, Mexico, Brazil, Chile, Peru, and Guatemala.

ILRIC 6330: Global Debates and Comparative Political Economy 4.0 HRS LET ONLY

25523 LEC 001 W 0125-0425P Catherwood 237 L. Turner

Prerequisite: Graduate standing. For description, see ILRIC 4330. The subject matter is similar (and students are encouraged to attend the lectures for 4330), but this course is pitched at graduate students, in a seminar format emphasizing particular weekly themes and active student participation.

ILRIC 6340: International Labor Law 4.0 HRS LET ONLY

15777 LEC 001 T 0125-0425P IVS 217 L. Compa

Prerequisites: undergraduates, ILRCB 2010. Examines labor rights and labor standards in a world economy regulated by bilateral and multilateral trade agreements, in a context of sharp competition among countries and firms. Readings and discussions focus on the intersections of labor, human rights, and international trade law and policy in this new global economic context. A prior course in a related topic may be helpful but is not required—the first classes are meant to establish a foundation in each area. While labor law is a unifying theme, the course is more policy-oriented than legalistic. After the introductory classes on labor rights, human rights, and trade, the focus turns to a series of topics that reflect the links between labor rights and trade.

ILRIC 6370: Labor Relations in Asia 4.0 HRS LET ONLY

25526 LEC 001 M 0700-1000P IVS 112 S. Kuruvilla

Limited to graduate students, seniors and juniors. Serves as an introduction to industrial relations in Asia. The emphasis is on highlighting the variation in industrial relations systems in Asia and will focus more on the systems of Japan, China, India, South Korea and Singapore.

ILRIC 7360: Labor and Global Cities (also GOVT 7063) 4.0 HRS LET ONLY

15785 SEM 101 M 0700-1000P IVS 107 L. Turner

Examines social coalition building and innovative union strategies aimed at organizing, bargaining, economic development, and political influence in the United States and Europe. Student projects may focus on major cities anywhere in the world.

Labor Economics (ILRLE)

ILRLE 2400: Economics of Wages & Employment					3.0 HRS	LET ONLY
9065	LEC 001	TR	0840-0955A	IVS 108	G. Jakobson	
16275	LEC 002	TR	0125-0240P	IVS 108	R. Hutchens	
16277	LEC 003	MW	1140A-1255P	IVS 215	M. Freedman	
16279	LEC 004	TR	1140A-1255P	IVS 107	R. Smith Soph.Writing	
25271	LEC 005	TR	0255-0410P	IVS 111	C. K. Jackson	

Prerequisites: ECON 1110–1120 or permission of instructor; ILR students may substitute ILRLE 4400 if they have calculus. Applies the theory and elementary tools of economics to the characteristics and problems of the labor market. Considers both the demand (employer) and supply (employee) sides of the market to gain a deeper understanding of the effects of various government programs and private decisions targeted at the labor market. Topics include employment demand, basic compensation determination, education and training, benefits and the structure of compensation, labor-force participation and its relation to household production, occupational choice, migration, labor-market discrimination, and the effects of unions.

ILRLE 4480: Topics in 20th-Century Economic History (also ECON 4580)					4.0 HRS	LET ONLY
25528	LEC 001	TR	1010-1125A	IVS 217	G. Boyer	

Prerequisite: ILRLE 2400 or ECON 3140. Examines the anatomy of the Great Depression through the experiences of the two most important economies of the time: the United States and Great Britain. Also examines the development of macroeconomic policy in the United States and Britain in the 1920s and 1930s and its evolution in the postwar world, culminating with the decline of Keynesian-style demand management policy under Reagan and Thatcher.

ILRLE 5400: Labor Economics					3.0 HRS	LET ONLY
9885	LEC 001	TR	1140A-1255P	IVS 219	TBA	

Requirement for M.I.L.R. candidates. Prerequisites: ECON 1110-1120 or equivalent. Not open to students who have taken NBA 5440. A course in labor market economics for prospective managers in the corporate, union, and governmental sectors. It begins with demand and supply in labor markets, presenting market-level analysis and the decision tools for workers and firms. It then goes on to consider various topics for managers including: education and training investments; the interdependence of capital market and labor market decisions; pay and productivity; attracting and retaining talent; workplace metrics; and pensions and retirements. The final section of the course covers public policy issues including policy evaluation methods, unemployment, poverty and inequality, and discrimination.

ILRLE 6480: Economic Analysis of the University (also ECON 6480)					4.0 HRS	LET ONLY
9887	LEC 001	MW	0255-0410P	IVS 115	R. Ehrenberg	

Seeks to illustrate the complexity of decision making in a nonprofit organization and to show how microeconomic analysis in general, and labor market analysis in particular, can usefully be applied to analyze resource allocation decisions at universities. Topics include financial aid, tuition, admissions policies, endowment policies, faculty salary determination, the tenure system, mandatory retirement policies, merit pay, affirmative action, comparable worth, collective bargaining, resource allocation across and within departments, undergraduate versus graduate education, research costs, libraries, athletics, and “socially responsible” policies. Lectures and discussions of the extensive readings are supplemented by presentations by Cornell administrators and outside speakers who have been engaged in university resource allocation decisions or have done research on the subject.

ILRLE 7410: Applied Econometrics I (also ECON 7480)					4.0 HRS	LET ONLY
9889	LEC 001	TR	1010-1125A	IVS 112	G. Jakobson	

Prerequisite: graduate Ph.D.-level sequence in econometrics or permission of instructor. Considers methods for the analysis of longitudinal data, that is, data in which a set of individual units are followed over time. Focuses on both estimation and specification testing of these models. Students consider how these statistical models are linked to underlying theories in the social sciences. Course coverage includes panel data methods (e.g., fixed, random, mixed effects models) factor analysis, measurement error models, and general moment structure methods.

ILRLE 7450: Seminar in Labor Economics I (also ECON 7420)					4.0 HRS	LET ONLY
25539	LEC 001	MW	0840-0955A	IVS 108	M. Freedman, K. Hallock	

Note: ILRLE 7450 and 7460 constitute Ph.D.-level sequence in labor economics. Includes reading and discussion of selected topics in labor economics. Stresses applications of economic theory and econometrics to the labor market and human resource areas.

ILRLE 7471: Economics of Education II				4.0 HRS	LET ONLY
15763	LEC 001	TR	1140A-1255P	IVS 108	C. K. Jackson

Survey of the econometric research and theory on a wide variety of education issues at the elementary and secondary level. Topics include school finance policies, peer effects, accountability, incentives, class size debate, and teacher labor markets. The two-semester sequence in the Economics of Education can be taken in any order.

ILRLE 9400: Workshop In Labor Economics (also ECON 6840)				3.0 HRS	LET ONLY
25540 (9893)	LEC 001	M	0415-0545P	IVS 115	F. Blau, L. Kahn

Intended for Ph.D. students who have started to write their dissertations. Presentations of completed papers and work in progress by faculty members, advanced graduate students, and speakers from other universities. Focuses on the formulation, design, and execution of dissertations.

Organizational Behavior (ILROB)

ILROB 1220: Intro to Organizational Behavior				3.0 HRS	LET ONLY
5991	LEC 001	MW	1010-1100A	IVS 305	B. Rubineau
5993	DIS 201	F	0905-0955A	IVS 108	
25499	DIS 202	F	1010-1100A	IVS 108	
5995	DIS 203	F	1115-1205P	IVS 108	
25500	DIS 204	F	1220-0110P	IVS 108	
5997	DIS 205	F	0125-0215P	IVS 108	
25502	DIS 206	F	0230-0320P	IVS 108	
5999	DIS 207	F	0905-0955A	IVS 217	
6001	DIS 208	F	1010-1100A	IVS 217	
6003	DIS 209	F	1115-1205P	IVS 217	
6005	DIS 210	F	1220-0110P	IVS 217	
25501	DIS 211	F	0125-0215P	IVS 217	
6007	DIS 212	F	0230-0320P	IVS 217	

Introductory survey course of theory and research on individual and group processes (including personality, motivation, communication, leadership), as well as structural and economic forces (including organizational design, power relations, inter-organizational ties, social norms and laws) that shape the contemporary workplace.

ILROB 2224: Organizations and Social Inequality				4.0 HRS	LET ONLY
25726	LEC 001	TR	1010-1125A	IVS 107	P. Tolbert

Examines the central role that organizations in industrial societies play in allocating income, status, and other resources to individuals. A variety of theoretical explanations of social inequality are examined, and the social policy implications of each are considered.

ILROB 3201: Organizational Change: Theory and Practice				3.0 HRS	LET ONLY
22517	LEC 001	MW	0840-0955A	IVS 111	M. Besharov

Prerequisite: ILROB 1220. Examines problems of change in organizations from both a theoretical and practical perspective. We consider questions such as: How does change occur in organizations? What is the role of leaders in creating and sustaining change in organizations? What is organizational culture and how does it affect change? The course draws on theory and research from sociology and related disciplines. Course material also includes case studies and interactive exercises.

ILROB 4230: Leadership in Organizations				4.0 HRS	LET ONLY
25984	LEC 001	TR	255-0410P	IVS 115	T. Hammer

Covers basic leadership theories with an emphasis on how they are used, analyzes leadership cases, and examines current leadership surveys and training materials. We also study leadership philosophies and management practices in countries outside of the United States. In addition, you learn to evaluate and use leadership "best-sellers," that is, the kind of books that sell in airports.

ILROB 4260: Managing Creativity				4.0 HRS	LET ONLY
25505	LEC 001	MW	1010-1125A	IVS 111	J. Goncalo

Although most people can agree that creativity is an important concept, there is often very little agreement about what creativity is and how we can achieve it. This course surveys basic theories of creativity with the goal of applying this knowledge to the management of creativity in organizations. It focuses primarily on (1) cognitive theories about creative thought, (2) personality

theories about exceptionally creative individuals (3) social-psychological theories about creative groups, and (4) the points at which these approaches interact. The course concludes by questioning whether, given the costs involved, anyone would willingly follow the path of a creative individual or implement the practices of the most innovative firms.

ILROB 4700: Group Processes				4.0 HRS	LET ONLY
25637	LEC 001	MW	0125-0240P	IVS 112	E. Lawler

Prerequisites: ILROB 1220 or equivalent; junior or senior standing. A review of theoretical approaches and selected research on group phenomena, including the formation of groups, the structure of group relations, and group performance. Specific topics include conformity and obedience, status and power relations, social identity, emotions and emotion management, group solidarity and commitment, and groups within larger organizations.

ILROB 5200: Organizational Behavior				3.0 HRS	LET ONLY
5573	LEC 001	TR	1010-1125A	IVS 219	T. Hammer

Survey of concepts, theories, and research from the fields of sociology, psychology, and social psychology as these relate to the behavior of individuals, groups, and work organizations. Topics include: job attitudes, motivation, leadership and power, group formation, organizational structure, and inter-organizational relations. This course is designed for students in professional programs.

ILROB 5790: Negotiation and Conflict Resolution (7 wks. Aug. 27) CANCELLED				3.0 HRS	LET ONLY
25506	LEC 001	R	0125-0425P	IVS 217	M. Williams

Course fee: \$31, which includes cases for in-class simulations, online Negotiation Style Survey, and individualized assessment report. Provides understanding of the theory and the processes of negotiation as practiced in a variety of organizational settings. The course is designed for relevance to the broad spectrum of bargaining problems faced by the manager and the professional. It allows students the opportunity to develop negotiation skills experientially and to understand negotiation by using analytical frameworks. General topics include: distributive bargaining, integrative negotiations, psychological biases, sources of power, and multi-party negotiations. Advanced topics include: dispute resolution, emotionally intelligent negotiations, team on team negotiations (e.g., union-management, mergers). Simulations, exercises, role-playing, and cases are emphasized.

ILROB 6251: Building Commitment to Groups and Organizations CANCELLED				4.0 HRS	LET ONLY
25638	LEC 001	T	0430-0700P	IVS 112	E. Lawler

Prerequisite: ILROB 5200 and permission of instructor. Graduate seminar intended for Masters in Industrial and Labor Relations (MILR) students. Uses sociological and social psychological theories to understand the foundations of commitment, cohesion, and solidarity in groups and organizations. Topics include the role of rational choice, social dilemmas, trust, social exchange, norms, affect, and social identity. Students read and discuss theoretical/conceptual material in the first half or so of the course; during the second half, they present papers that apply one or more of the theories to a case of their choosing.

ILROB 7220: Advanced Macro Organizational Behavior				3.0 HRS	LET ONLY
25636	LEC 001	R	0125-0425P	IVS TBA	P. Tolbert

Prerequisite: ILROB 5200. Examines the historical development of sociological theories of organizations and contemporary issues in macro organizational research. Emphasizes reading and analysis of primary source material.

ILROB 7260: Social Network Analysis in Social Science				3.0 HRS	LET ONLY
27102	LEC 001	W	0125-0425P	IVS 215	B. Rubineau

Prerequisites: ILROB 5200 and permission of instructor. Advanced proseminar that seeks to develop an interdisciplinary perspective on selected topics in organizational behavior. The topics themselves change from year to year depending on participants' interests. Course is designed to allow students and the instructor to jointly pursue significant scholarly inquiry into one or more arenas of organizational theory. Emphasis is placed on exploring the relevance of tradition in related disciplines (e.g., anthropology, linguistics, philosophy, sociology) that may enrich our understanding of organizational life.

ILROB 9200: Organizational Behavior Workshop				2.0 HRS	S/U ONLY
5587	LEC 001	TBA	TBA	TBA	M. Besharov

Prerequisite: M.S. and Ph.D. candidates in department. All M.S. and Ph.D. candidates in department at work on their theses are strongly urged to enroll. S-U grades only. This workshop is designed to provide a forum for the presentation of current research undertaken by faculty members and graduate students in the Department of Organizational Behavior and by invited guests. Each student is expected to make at least one presentation during the year, focusing on the formulation, design, execution, and results of his or her thesis research.

Economic & Social Statistics (ILRST)

ILRST 2100: Introductory Statistics (Co-meeting with STSCI 2100) 4.0 HRS LET ONLY

9399	LEC 001	TR	1010-1125A	IVS 305	M. Wells
16925	DIS 201	F	0905-0955A	IVS 111	
16927	DIS 202	F	1010-1100A	IVS 111	
16929	DIS 203	F	1115-1205P	IVS 111	
16931	DIS 204	F	1220-0110P	IVS 111	
16933	DIS 205	F	0125-0215P	IVS 111	
16935	DIS 206	F	0230-0320P	IVS 111	
16937	DIS 207	F	0905-0955A	IVS 105	
16939	DIS 208	F	1010-1100A	IVS 105	
16941	DIS 209	F	1115-1205P	IVS 105	
16943	DIS 210	F	1220-0110P	IVS 105	
16945	DIS 211	F	0125-0215P	IVS 105	
16947	DIS 212	F	0230-0320P	IVS 105	
16949	DIS 213	F	0905-0955A	IVS 112	
16951	DIS 214	R	0905-0955A	IVS 112	
16953	DIS 215	F	0230-0320P	IVS 112	

Prerequisite: Introductory algebra. Statistics is about understanding the world through data. We are surrounded by data, so there is a lot to understand. Covers data exploration and display, data gathering methods, probability, and statistical inference methods through contingency tables and linear regression. The emphasis is on thinking scientifically, understanding what is commonly done with data (and doing some of it for yourself), and laying a foundation for further study. You will learn to use statistical software, and to use simulation tools to discover fundamental results. Will use computers regularly; the test includes both multimedia materials and a software package. This course does not focus on data from any particular discipline, but will use real-world examples from a wide variety of disciplines and current events.

ILRST 2110: Statistical Methods for the Social Sciences II (Co-meet ILRST 5110) 3.0 HRS LET ONLY

27098	LEC 001	MW	1140A-1255P	IVS 105	T. DiCiccio
27103	DIS 201	F	1010-1100A	IVS 107	
27104	DIS 202	R	0125-0215P	IVS 219	
27105	DIS 203	F	0230-0320P	IVS 107	

Prerequisite: ILRST 2100 or equivalent introductory statistics course. A second course in statistics that emphasizes applications to the social sciences. Topics include: simple linear regression; multiple linear regression (theory, model building, and model diagnostics); and the analysis of variance. Computer packages are used extensively.

ILRST 2150: Statistical Applications in Law and Policy Sophomore Writing 4.0 HRS LET ONLY

15879	LEC 001	MW	1010-1125A	IVS 112	L. Karns
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Prerequisite: ILRST 2100. The practical aspects of quantitative research in law and policy (occupational and environmental health, product liability, and employment discrimination). Students will evaluate the existing literature on a topic, analyze statistical merits, and make quantitative arguments. Standards of evidence will be considered. Required weekly writing assignments, a preliminary paper, and a final paper. Final oral presentations.

ILRST 2200: Occupational Epidemiology 3.0 HRS LET ONLY

25434	LEC 001	MW	1140-1255P	IVS 112	L. Karns
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Prerequisite: ILRST 2100 or equivalent. Occupational epidemiology is the investigation of workplace health issues requiring knowledge of medicine, organizational structures, industrial hygiene, and human behavior. An introduction to occupational epidemiology through exploration of research design (cohort, case-control, and cross-sectional), exposure assessment, and statistical evaluation of the health issue. Students will use odds ratios, relative risk, and logistic regression models to measure the relationship between exposure and outcome. All students will select a topic area of interest, summarize current knowledge, and develop a research design protocol for future implementation.

ILRST 3100: Statistical Sampling (also BTRY 3100) 4.0 HRS LET ONLY

15999	LEC 001	MW	0125-0240P	IVS 105	J. Bunge
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Prerequisite: two semesters of statistics. Theory and application of statistical sampling, especially in regard to sample design, cost, estimation of population quantities, and error estimation. Assessment of nonsampling errors. Discussion of applications to social and biological sciences and to business problems. Includes an applied project.

ILRST 3120: Applied Regression Methods **4.0 HRS** **LET ONLY**

25435 LEC 001 TR 0125-0240P IVS 105 P. Velleman

Prerequisite: ILRST 2100 or equivalent. Reviews matrix algebra necessary to analyze regression models. Covers multiple linear regression, analysis of variance, nonlinear regression, and linear logistic regression models. For these models, least squares and maximum likelihood estimation, hypothesis testing, model selection, and diagnostic procedures are considered. Illustrative examples are taken from the social sciences. Computer packages are used.

ILRST 5100: Statistical Methods for the Social Sciences I **3.0 HRS** **LET ONLY**

25487 LEC 001 MW 0255-0410P IVS 105 T. DiCiccio
25488 DIS 201 F 905-0955A IVS 305
25489 DIS 202 F 1010-1100A IVS 112
25490 DIS 203 R 0905-0955A IVS 111

A first course in statistics for graduate students in the social sciences. Descriptive statistics, probability and sampling distributions, estimation, hypothesis testing, simple linear regression and correlation. Students are instructed on the use of a statistics computer package at the beginning of the term and use it for weekly assignments.

ILRST 5110: Statistical Methods for the Social Sciences II (Co-meet ILRST 2111) **3.0 HRS** **LET ONLY**

25498 LEC 001 MW 1140A-1255P IVS 105 T. DiCiccio
25495 DIS 201 F 1010-1100A IVS 107
25496 DIS 202 R 0125-0215P IVS 219
25497 DIS 203 F 0230-0320P IVS 107

Prerequisite: ILRST 5100 or equivalent introductory statistics course. Second course in statistics that emphasizes applications to the social sciences. Topics include simple linear regression; multiple linear regression (theory, model building, and model diagnostics); and the analysis of variance. Computer packages are used extensively.

ILRST 6100: Statistical Methods I (also BTRY 6010) **4.0 HRS** **LET ONLY**

25682 LEC 001 MWF 1220-0110P IVS 305 TBD
25683 DIS 401 M 0730-0845P
25684 DIS 402 T 0840-0955A
25685 DIS 403 T 0255-0410P
25686 DIS 404 T 0730-0845P
25687 DIS 405 M 0300-0415P

Prerequisite: graduate standing or permission of instructor. Develops and uses statistical methods to analyze data arising from a wide variety of applications. Topics include descriptive statistics, point and interval estimation, hypothesis testing, inference for a single population, comparisons between two populations, one- and two-way analysis of variance, comparisons among population means, analysis of categorical data, and correlation and regression analysis. Introduces interactive computing through statistical software. Emphasizes basic principles and criteria for selection of statistical techniques.

ILRST 6120: Statistical Software Applications **4.0 HRS** **LET ONLY**

27787 LEC 001 MW 0840-0955A MANNLIB 30A F. King

Prerequisite: ILRST 2100/6100, BTRY 3010/6010 or equivalent. Statistical Software Applications is intended to broaden statistical analysis skills by introducing major statistical software packages used in academia and industry. This course will give students more flexibility and additional knowledge needed to perform data analysis by getting acquainted with major commercial statistical software packages broadly used. The key topics to be covered consist of graphical display of data, simple linear and multiple linear regression, analysis of variance with one or more factors. Furthermore, categorical data analysis will be introduced by showing how to investigate associations between categorical response variables. Finally, log-linear models and logistic regression models, with non-normal response variables, will be introduced as time permits. The following statistical software packages will be introduced in this course: JMP, SAS, SPSS and Stata. This is an applied statistical course where case studies will be used to illustrate applications of the above statistical software packages. This course assumes knowledge of basic statistical courses such as ILRST 2100/6100, BTRY 3010/6010 or equivalent.

ILRST 6140: Structural Equations with Latent Variables ~~**CANCELLED**~~ **3.0 HRS** **LET ONLY**

22519 LEC 001 MW 0840-0955A IVS 112 M. Wells

Prerequisites: ILRST 2100/ 5100/5110 or equivalent. Provides a comprehensive introduction to the general structural equation system, commonly known as the "LISREL model." One purpose of the course is to demonstrate the generality of this model. Rather than treating path analysis, recursive and nonrecursive models, classical econometrics, and confirmatory factor analysis as distinct and unique, we will treat them as special cases of a common model. Another goal of the course is to emphasize the application of these techniques.

ILRST 6190: Special Topics in Social Statistics**4.0 HRS LET ONLY****27754 LEC 001****MW****0840-0955A****IVS 112****W. Anderson, Jr.**

Prerequisite: OR&IE 6700 or equivalent. Undergraduates or graduate students. The areas of study are determined each semester by the instructor offering the seminar. Topics include: the multivariate normal and Wishart distributions, multivariate sampling, tests of mean and covariance, multivariate regression, principal components, factor analysis, canonical correlation, robustness, and bootstrap confidence regions and tests.