

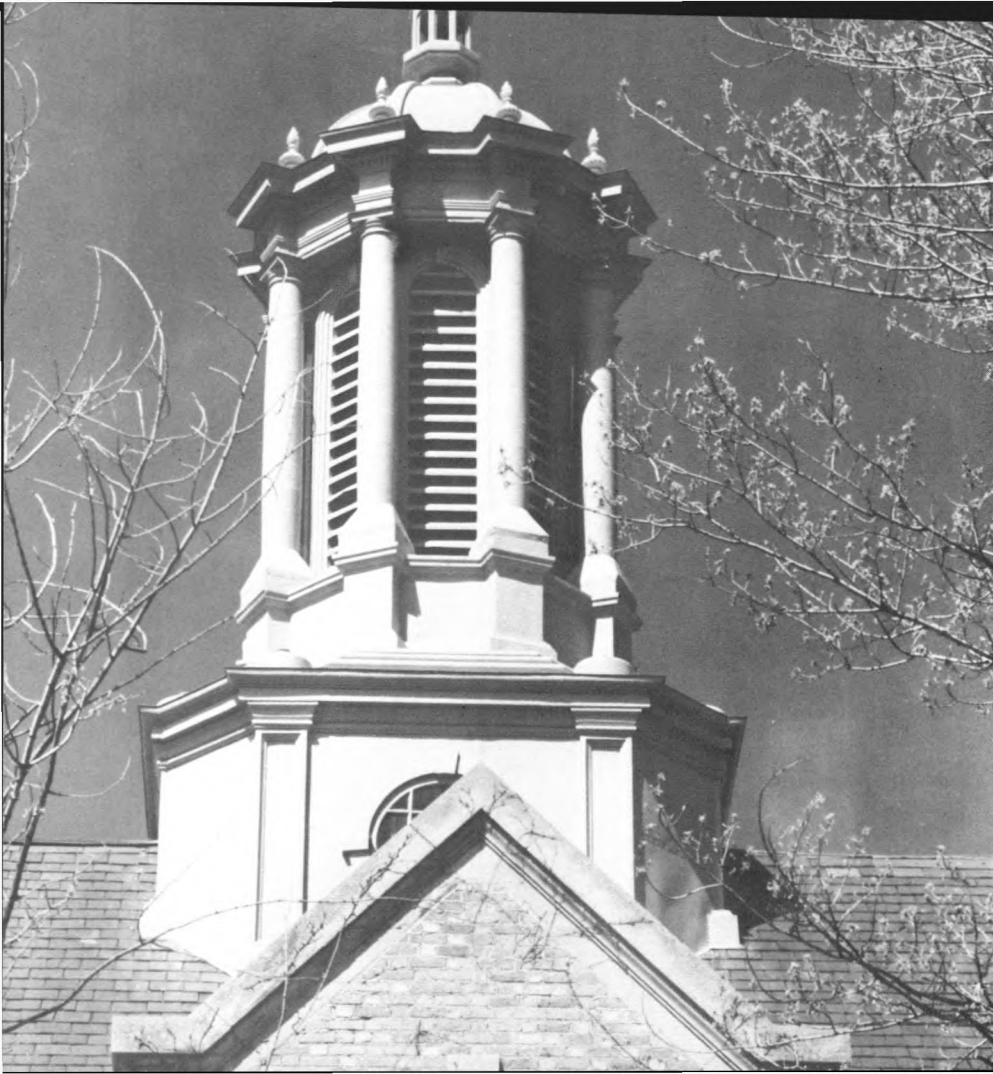
Cornell University Announcements

ILR at Cornell

New York State School of
Industrial and Labor Relations

Cornell University Announcements

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ILR at Cornell

New York State
School of Industrial and
Labor Relations

A Statutory College
of the State University
at Cornell University
Ithaca, New York



What Is Industrial & Labor Relations?

Industrial and labor relations is the study of the world of work. ILR includes the employer-employee relationship in the broadest sense, including the political, social, and economic forces affecting the relationship. It encompasses the union official at the collective bargaining table, the economic and technological changes that create or destroy jobs, many kinds of training and development programs, the legalities of hiring and firing procedures, and the psychology of incentive and ambition.

You may find ILR a rewarding field of study if you are interested in world and national affairs, and particularly in the problems of modern industrial society. As an ILR student you would study the social sciences — economics, history, sociology, psychology, and government. You would also take courses in law, management, manpower problems, collective bargaining, statistics, and protective labor legislation.

Your interest in ILR would be the common thread uniting all these fields. For example, in studying sociology you would explore the relationship of industry and the economy to other social institutions in American society, such as unions, the political system, and the American value systems.

Researchers in the ILR field cover a wide range of subjects from civil rights to crime and social insurance. Some seek



answers to problems of alcoholism and stress on the job faced by many workers. Others investigate the role of industry in urban affairs.

ILR graduates can look forward to careers in industry, education, government service, and labor unions or labor organizations. Many take advanced degrees in ILR or related fields, such as law or business and public administration. They become personnel directors, union officials, lawyers, government consultants, professors, economists, and research directors.



What Is Cornell Like?

Cornell University, as its founder intended it to be, is a place where anyone can find instruction in any subject. Men and women from all over the world come here to study the sciences, liberal arts, law, architecture, agriculture, business and public administration, veterinary medicine, engineering, hotel administration, human ecology, and industrial and labor relations.

The University has turned the small city of Ithaca, New York into an international center visited by world-famous educators who come here to lecture and to learn. Nearly 17,000 undergraduate and graduate students attend the University's Ithaca campus.

In addition to regular semesters for full-time students, the University schedules special workshops and institutes that may last for a day, a week, or a month. These gatherings may bring contingents of energy physicists to the campus, famous chefs, filmmakers, religious groups, or labor leaders from many countries.

Life at Cornell is characterized by the excitement that exchange of ideas can bring. It is also enriched by more than one hundred years of collegiate tradition. Set on a tree-covered hill overlooking Cayuga Lake, the campus is flanked by deep gorges and waterfalls. It boasts every style of architecture from the ornate chapel to the ultramodern museum of art.

The University is an amalgam of individual units: the schools and colleges. Each one of these has its own area of the campus, most of them built around a quadrangle and marked by a special atmosphere. Yet each one is a part of Cornell, drawing from and contributing to the University's stature and distinction.

Living arrangements are flexible at Cornell. Some students prefer to live and dine on campus, and be just a few minutes away from the library, classes, an evening lecture, concert, or film. Many live in "Collegetown," a section of Ithaca that is adjacent to the campus and is full of apartments and restaurants frequented by Cornellians.

Academic life is augmented by a busy schedule of cultural activities and athletic events. Cornell supports one of the largest intercollegiate athletic programs for men and women in the country and belongs to the Ivy League.



ILR at Cornell

The ILR School at Cornell is a small college within a great university, and it tries to maintain the small-college atmosphere you would expect from an enrollment of about six hundred undergraduates and approximately one hundred graduate students.

ILR's home is a unified complex of classroom buildings, library, and administrative and faculty offices clustered around two courtyards. Daily classroom activities and other School events provide many opportunities for getting to know fellow ILR students and faculty. At the same time, ILR students are members of the larger Cornell community and participate in its programs.

Half of the typical freshman ILR class come from the greater New York City area. Another 40 percent live in other parts of New York State. Students from other states and a few from foreign countries make up the rest of the class. Enrollment of women has been increasing in recent years. Women now represent 35 percent of entering classes.

If you enroll in the ILR School at Cornell, you may take a substantial amount of your course work in the other six undergraduate colleges and schools of the University, including the College of Arts and Sciences. You will have access to all Cornell libraries and other facilities. You may choose to live with students from

other colleges in the Cornell residence halls or with fellow ILR students. You may participate in extracurricular activities within the School, such as student government, publications, or student-faculty committees, as well as join in all-University programs like sports, dramatics, or political clubs. You will be a Cornellian, but you will also identify with your own school.

History and Purpose

The ILR School grew out of the turmoil and labor strife that beset the American economy at the close of World War II. A new kind of school was needed — a place where people could discover and teach ways to deal with the pressing problems of the times. Cornell, with its reputation as a great university and its history of extension activities that spread research results to the public, was considered the ideal home for such a school.

Today, the members of the ILR faculty reflect a broad range of scholarly interests and backgrounds. Some have been union officials, others have held management positions in industry, while a number have served on government boards and committees.

The ILR School became the first institution of its kind in the country in 1944, when it was authorized by an act of the New York State Legislature. In part,

that law states, "The object of such school shall be to improve industrial and labor conditions in the state through the provision of instruction, the conduct of research, and the dissemination of information in all aspects of industrial, labor, and public relations affecting employers and employees." It is still the only college in the country that offers a four-year program leading exclusively to the Bachelor of Science degree in the field. Students in the graduate program earn master's and doctoral degrees.

The School became a part of Cornell University on November 5, 1945, with the admission of the first group of resident students. After the creation of the State University of New York (SUNY) in 1948, the ILR School, as one of the four state-supported units at Cornell, became an integral part of SUNY as well.

The ILR School operates in four areas: (1) undergraduate and graduate resident instruction, (2) extension and public service, (3) research, and (4) publications. It provides instruction to young people on campus who are preparing for careers in the field, as well as to men and women already engaged in industrial relations activities and the general public through its Extension and Public Service Division.

The School's Conference Center, part of the extension division, initiates and hosts conferences covering the full scope

of ILR. Thus, the center is another means of providing continuing education and information to practitioners and scholars concerned with ILR.

The Research Division develops materials for resident and extension teaching and originates studies in the ILR field. The Publications Division publishes and distributes the research results.

Preparing for a Career

As a student in the ILR School you will have a variety of opportunities to explore careers and to develop skills and abilities for a career of your own choosing. Individual counseling and interaction groups allow you to raise and to answer pertinent career questions. Experiences on and off campus provide more information about the work place.

Practitioners in union-management relations, personnel management, and government are often invited to lecture in classes or to speak at conferences sponsored by the School. Such guest speakers provide information and insight regarding the work they do, their work environments, the problems they face, and the future of their field.

Field experience provides ILR students with an opportunity for on-site observation and participation in agencies and organizations involved in ILR functions. Increasing numbers of ILR



students use the four-week winter intercession to observe various work settings through a special internship program sponsored by the School's Alumni Association. Internships requiring a summer or a semester (or more) in a sponsoring organization provide even greater immersion. Student interns become familiar with the functions, the people, and the issues involved in various organizations including the New York City Office of Collective Bargaining, the labor committees of the New York State Legislature, the American Arbitration Association's Community Dispute Services, and congressional committees in Washington. Partial financial support for these internships is frequently available from the sponsoring organization or from the School.

The National Labor Relations Board contracts with the School for cooperative education placements that enable students to work as field examiners in their regional offices. ILR students who successfully complete two terms of work with NLRB are eligible for NLRB employment following graduation.

Career Opportunities

By your senior year, if you are like most ILR students, you will have integrated information about your own abilities and personal preferences and the work

described in class and experienced in on-site learning to make career decisions with confidence. For many students, the most immediate decision concerns the choice between employment and graduate study.

Employment Opportunities

ILR graduates who choose to work immediately after graduation secure entry-level positions as industrial relations assistants, personnel management trainees, and labor relations specialists with such companies as IBM, Xerox, Corning Glass, Eaton, Continental Group, and many others in the "Fortune 500" list. Other graduates find positions with labor unions in organizing, research, and education. In recent years, graduates have been hired by the American Federation of State, County and Municipal Employees, the Amalgamated Clothing and Textile Workers Union, and the Service Employees International Union. Government agencies such as the National Labor Relations Board and the Department of Labor hire ILR graduates as field examiners, labor economists, and personnel specialists.

Graduate School Opportunities

Of the 158 graduates in the Class of 1978, 54 sought employment in business and industry and 11 graduates accepted positions with unions; 70 elected to



continue their study in graduate and professional schools, with 51 entering law school, 10 business school, and 9 continuing in industrial and labor relations programs or in fields of study such as psychology, sociology, economics, and history.

ILR graduates have been admitted to law schools such as Chicago, Columbia, Cornell, Harvard, Michigan, and the University of California at Berkeley. Graduate programs in business administration attract increasing numbers of the School's graduates to Chicago, Dartmouth, Harvard, Cornell, and the Wharton School. Further study in industrial and labor relations has taken ILR graduates to schools such as Wisconsin, Illinois, Michigan State, and Minnesota.

Career Development and Placement Services

You will find many career possibilities and sources of assistance available as you work toward a career plan. On-campus conferences, workshops, classes, and conversations with faculty provide essential information about options to explore. You will also be assisted by counselors in the Office of Resident Instruction as you consider internships, employment, and graduate study.

The School's Placement Office assists students as they organize their search for

employment, brings prospective employers to interview and recruit on campus, and maintains a placement service for alumni. In 1977-78 the ILR Placement Office was host to representatives of 100 businesses and industries who interviewed ILR undergraduate and graduate students. Twenty-four unions requested copies of student resumes for vacancies in their organizations. Most students had numerous opportunities to interview for employment and many had more than one offer to consider. The average salary of a bachelor's degree graduate who accepted employment by June 1, 1978 was \$14,525.

Earlier ILR graduates have become executives in major corporations and large labor unions, heads of government commissions and agencies, attorneys specializing in the practice of labor law, and members of Congress. Others are professors at such schools as Harvard, MIT, and the University of Michigan.

Program of Instruction

Because the study of industrial and labor relations focuses on how human institutions and organizations work, it requires an interest in the social and behavioral sciences. Social studies (history, economics, sociology, law, psychology) are, by their nature "wordy"

i.e. long on verbal description and analysis. The curriculum demands a high level of verbal competence.

Another feature of academic work at ILR is that while the curriculum is balanced among required and elective courses, the required courses are concentrated in the first two years leaving little time for electives. Many of these required courses are taken in the College of Arts and Sciences. The curriculum is designed to provide freshmen and sophomores with a broad introduction to the field of industrial and labor relations and its history; to psychology, sociology, and economics; and to provide instruction in writing and statistical analysis. Upon this foundation, ILR juniors and seniors select elective courses from the ILR School and other schools and colleges at Cornell to build a professionally oriented specialization of their choice.

Instruction at the ILR School is divided into two terms, or semesters, during the school year. The fall semester usually begins in early September and continues until just before Christmas; the spring semester begins in late January and ends in late May, with a one-week spring vacation midway through the term.

As a student you will register for as many as six courses each term, with a total of about fifteen credits. While a freshman you will take one or more



courses that meet three times a week in small groups of fifteen to thirty students. You will also attend one or two large lecture classes twice a week, with as many as three hundred other students and once a week meet with ten to twenty lecture classmates in a regular discussion section. As a junior and senior your classes will rarely have more than thirty students and will sometimes be smaller.

To receive a Cornell Bachelor of Science degree in ILR you must complete 120 credits. Normally this takes eight terms although some students finish their studies in a shorter time.

Required Courses

Course or Subject	Credits	College	Term
<i>Freshman Year</i>			
Freshman Seminar	6	A&S*	Fall and spring
Introductory Economics	6	A&S	Fall and spring
Introduction to Psychology	4	A&S	Fall
History of Industrial Relations in the United States	6	ILR	Fall and spring
Development of Economic Institutions	3	ILR	Spring
Society, Industry, and the Individual	6	ILR	Fall and spring
Physical education	0		Fall and spring
<i>Sophomore year</i>			
Labor Relations Law and Legislation	3	ILR	Fall
Economics of Wages and Employment	3	ILR	Fall
Statistics	6	ILR	Fall and spring
Collective Bargaining	3	ILR	Spring
Personnel Management	3	ILR	Fall or spring
<i>Junior year</i>			
Economic Security	3	ILR	Fall

* College of Arts and Sciences.

Required Courses (52 credits)

The current ILR curriculum prescribes the courses and subjects listed in the table above to be taken in the terms indicated during the freshman, sophomore, and junior years. In your senior year, all courses will be electives.

Elective Courses (68 credits)

You must select a minimum of 30 credits of your elective courses from courses offered by the ILR School. The remaining 38 credits may be selected from courses of any other college at Cornell, but if you take more than 33 credits in the endowed colleges (the College of Architecture, Art, and Planning; the College of Arts and

Sciences; the College of Engineering; the School of Hotel Administration; the Graduate School of Business and Public Administration) you will be billed for the additional tuition at the current cost per credit. The number of credits that may be taken in the endowed colleges at no additional cost to the student may be changed at any time by official action of the ILR School.

All academic courses of the University are open to students of all races, religions, ethnic origins, ages, sexes, and political persuasions. No requirements, prerequisite, device, rule, or other means shall be used by any employee of the University to encourage, establish, or maintain segregation on the basis of race, religion, ethnic origin, age, sex, or political persuasion in any academic course of the University.

Departments of Instruction

Courses in the ILR School are organized into six departments:

Collective Bargaining, Labor Law, and Labor History studies the history of the labor movement and collective bargaining in the United States, as well as the role of government in labor relations.

Economic and Social Statistics includes the principles of statistical reasoning,

statistical methods, and the application of statistical tools of analysis.

International and Comparative Labor Relations is concerned with industrial and labor relations developments in other countries, both industrialized and less developed.

Labor Economics deals with analysis of the labor force, labor markets, wages and related terms of employment, income distribution, unemployment, health and safety in industry, and retirement.

Personnel and Human Resource Management deals with how individual work organizations approach their "people problems" — recruiting, selecting, training, and compensating employees, maintaining safety and production standards, achieving proper morale or discipline — as well as with various public programs designed to improve the employability of citizens who are competitively disadvantaged in the labor market.

Organizational Behavior investigates human behavior in organizations through psychology and sociology. Courses treat individual human behavior, organizations in society, and industrial society.

A full list of required and elective courses is available from the School's Office of Resident Instruction.



Study Options

Several study options are open to you as an ILR undergraduate, making it possible to tailor a program to your own specific needs.

One such option is the five-year ILR master's degree. With early planning, you could earn your M.S. degree in the fifth year.

Using another option, some ILR students arrange for dual registration in Cornell's Graduate School of Business and Public Administration (B&PA), earning their bachelor's degree in ILR and a master's degree in B&PA after five years of study.

Some students elect to spend a junior semester in New York City, with a chance to observe actual labor problem solving, or as much as a year of study at a foreign university. Others opt for internships that give them practical field experience, such as a summer in New York City's Office of Collective Bargaining or a term doing research for the New York State Senate Committee on Labor in Albany.

A number of ILR courses deal directly with today's problems and involve fieldwork in the Ithaca area, elsewhere in New York State, and even in foreign countries. These courses take some students to the state legislature in Albany or to community action groups. Others may work in prisons or mental institutions.



The ILR program allows you to receive course credit for individually directed studies, where you conduct your own research under a faculty tutor.

The ILR curriculum is considered very demanding, and rumor persists that the ILR faculty are "tough" graders. Nevertheless, over 80 percent of all students entering ILR as freshmen complete Bachelor of Science degrees in the School. Of those students who leave the School before graduation, less than 10 percent do so because of academic failure.

Counseling and Advising

As an entering freshman, you will be assigned to a counselor in the Office of Resident Instruction for orientation, academic advising, and counseling throughout your first year. (Transfer students are assigned to counselors for their first term only.)

At the end of your first year (or term), you will be assigned to a faculty adviser. All teaching faculty members serve as advisers, and students' preferences for advisers are followed whenever possible.

Library

Many freshmen joke that "ILR" really stands for "I Love Reading." You will find that learning your way around the

School's Martin P. Catherwood Library and the major libraries on campus — with combined holdings of more than four million volumes — will help you adjust to course demands.

The Catherwood Library serves as an undergraduate college library, a graduate research library, a public information center, and a center for the collection and organization of documentary materials. It has the most extensive collection of ILR materials of any university library in the world: more than 100,000 volumes and upwards of 90,000 pamphlets.

Through the Labor-Management Documentation Center, the Library maintains extensive files of collective bargaining agreements, pension plans, arbitration awards, labor legislation, legal documents, and other published and unpublished information. This unit of the Library now has nearly 9 million original documents, all available to students.

Admissions

Students are admitted to the ILR School as freshmen, as transfer students, or as visiting or special students. All applicants, however, follow the admissions procedures outlined in the *Information for Applicants* booklet that accompanies each application. You may request an application form from the University Office of Admissions.

It will also include an application for financial aid.

It is the policy of Cornell University actively to support equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, age, or handicap. The University is committed to the maintenance of affirmative action programs which will assure the continuation of such equality of opportunity.

Cornell University is committed to assisting those handicapped students who have special needs. A brochure describing services for the handicapped student may be obtained by writing to the Office of the Dean of Students, Cornell University, 103 Barnes Hall, Ithaca, New York 14853. Other questions or requests for special assistance may also be directed to that office.

The School has places for roughly two hundred new students each year, but as many as six hundred apply. The selection process is therefore competitive, which imposes disappointment on a number of students who meet the basic requirements for admission.

An interview with members of the Selection Committee will tell you more



Freshmen

Most of the School's applicants are high school seniors applying for admission as freshmen. They will have completed sixteen units of secondary school work.

Advanced Placement

Some high school students spend all or part of their senior year doing college-level work at a community college. Upon admission to the ILR School, these freshmen may receive advanced placement and credit for their college-level work over and above those credits used to meet the ILR entrance requirement of sixteen units of high school course work.

High school students who graduate at midyear and pursue a college program for the rest of that year are usually considered freshman candidates, and are also eligible for advanced placement.

In addition, advanced placement and/or credit is granted by some departments at Cornell on the basis of scores on appropriate College Entrance Examination Board (CEEB) tests or examinations by the department.

Further details on advanced placement are outlined in the booklet *Advanced Placement of Freshmen*, available from the Office of Admissions.

about the School's specialized curriculum and the career opportunities for which it prepares you. It will also give you a chance to ask specific questions.

The Selection Committee considers the interview an important part of the admissions procedure, but waives the requirement when distance makes travel to the campus impossible. The committee sets the interview dates and notifies the applicants individually after all application materials have been submitted.

Of course, the Selection Committee will meet with prospective applicants at other times by appointment. These informational visits are welcomed, but do not take the place of an interview.

All applicants must submit a five-hundred-word essay describing their interest in the ILR field and how that interest developed. It should include a statement of your strengths and personal work experiences as they relate to the curriculum in industrial relations. This essay may be typed or handwritten by the applicant. It should be received with or closely following the application. Any work experience you have had, either full or part-time, will be considered in the selection process.

Transfer Students

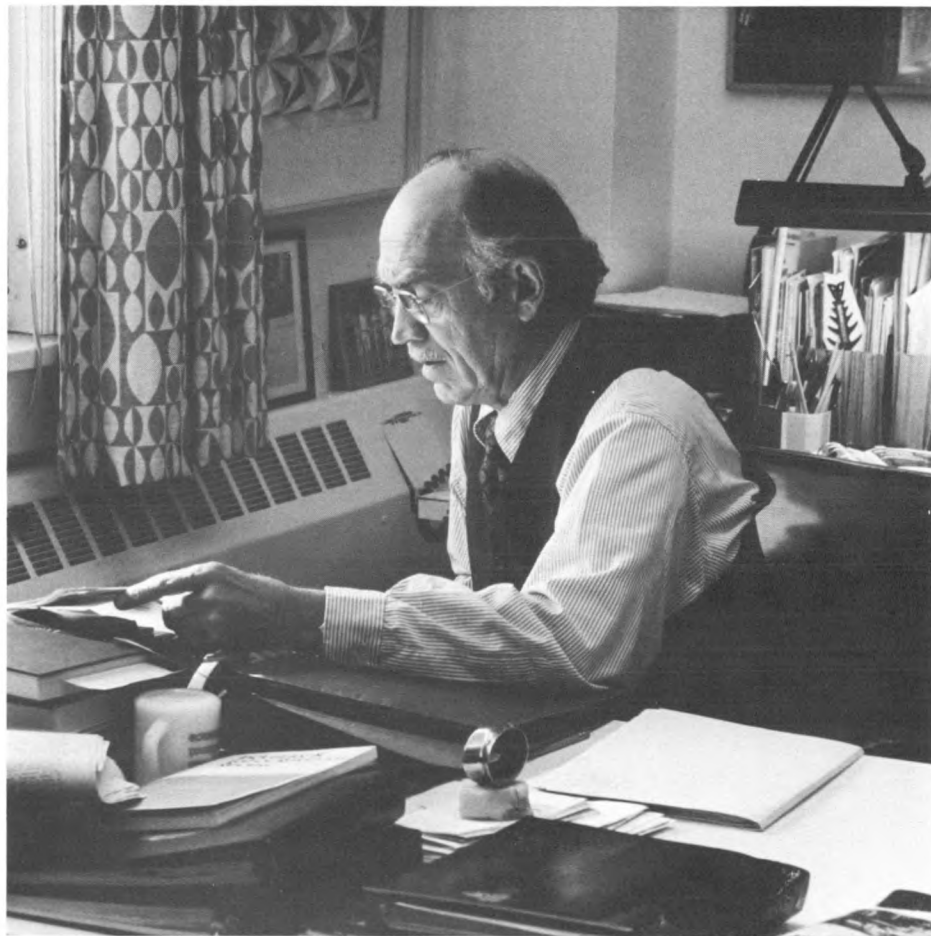
Students who have successfully completed a minimum of twelve credit hours of college work apply to the ILR School as transfer students. The School allows up to sixty hours of transfer credit for course work completed at or above "C" level at other accredited colleges. Transfer students are required to take sixty credits at the ILR School, usually completed in four terms.

The Selection Committee makes its final review of transfer applications after receiving the final grades of the applicant's current term of enrollment and transcripts of all previous college study.

Admission preference is given to qualified graduates of two-year SUNY colleges, although applicants who have completed a minimum of two terms of residence at either a two-year or a four-year college are also considered. The School rarely admits students who have completed only a single term at another institution.

Visiting Students

Juniors or seniors from other four-year institutions are considered for admission as visiting students for one or two terms of concentrated ILR study. Visiting students need a sound "B" average and a strong background in the social sciences, preferably in combination with ILR-related work experience.



Special Students

The School welcomes applications from practitioners in the field of ILR who wish to become special students for a term or a year. Work experience with labor organizations, industry, or government is seriously considered, as well as academic competence, in determining special student admission.

A special student's program usually consists of four ILR courses per term. The credit earned may be applied toward satisfaction of degree requirements, should the student's academic performance warrant his or her subsequent admission to degree candidacy.

Foreign Students

ILR invites applications from international students. Foreign students who have studied in English speaking schools are usually considered regular degree candidates. Foreign students whose previous educational experience is not in English or not parallel to that of American students are usually admitted as special students. The Office of International Students at Cornell University can provide further information.

Minority Students

Cornell University administers a variety of special opportunity programs designed to provide financial assistance and other

forms of assistance to (1) minority students and (2) low-income students meeting program guidelines. The emphasis of these special programs is to aid in increasing representation of students from minority groups present in New York State who historically have been underrepresented in higher education. However, participation is also available to those residing outside New York State. For details, prospective students should consult the *Information for Applicants* which accompanies each undergraduate application or will be sent upon request by the Office of Admissions, 410 Thurston Avenue, Ithaca, New York 14853.

Since its inception in 1964, the Cornell Committee on Special Education Projects (COSEP) program has provided educational opportunities for disadvantaged students. A booklet describing these opportunities is available from the COSEP Office.

The Africana Studies and Research Center is dedicated to increasing the knowledge of black and Third World people about themselves and their cultural heritage. ILR students have the option of taking Africana studies courses as out-of-school electives.

For more information prospective students should consult "Professional Opportunities for Minorities in ILR" which will be sent upon request by the School

of Industrial and Labor Relations Office of Resident Instruction.

Costs

A typical annual budget for the academic year 1978-79 for a New York State resident studying at ILR is about \$4,925, broken down as follows:

Tuition and fees	\$2,025
Registration fee	
(new students only)	50
Room and board	2,090
Personal expenses	530
Books	230
Total	\$4,925

It is difficult to fix a specific amount because of the varying costs for residence halls, food service, clothing, and entertainment. Increases for the academic year 1979-80 are probable.

Out-of-state students pay annual tuition and fees of \$3,350, resulting in a total budget of approximately \$6,200 per year.

Many students offset their expenses by working during summers and by finding part-time employment on or off campus during some, if not all, of their four undergraduate years.

The amount, time, and manner of payment of tuition, fees, or other charges may be changed at any time without notice.

Financial Aid

New York State residents may be eligible for the New York State Tuition Assistance Program, Regents Scholarships, and Guaranteed Loans.

Information about the Tuition Assistance Program and Regents Scholarships is available from your high school principal or from the New York Higher Education Services Corporation, Student Financial Aid Section, Tower Building, Empire State Plaza, Albany, New York 12223.

Information about New York State Guaranteed Loans is available from your local bank.

Students should not hesitate to apply because they lack financial resources. Acceptance is not affected by the amount of financial aid needed. Approximately 70 percent of ILR students receive some financial assistance. School and University funds are available for grants. Loans and work programs are also available. All applicants must file financial aid applications along with their applications in order to be considered for assistance. Financial awards are based on need. Accepted students who apply for aid will receive information about their eligibility for assistance shortly after notification of acceptance. Most awards include a combination of scholarships, loans, and part-time work.

For more information see *Announcement of General Information* or write to the Office of Financial Aid, 203 Day Hall.

Freshman Scholarships

The ILR School has several scholarships available to entering freshmen:

The Gulf Oil Corporation Honors Scholarship Program (Your application for financial aid is an automatic application for this scholarship.)

The Father William J. Kelly, O.M.I. Memorial Scholarship, restricted to children of employees of the electrical industry

The Martin T. Lacey Memorial Scholarship, limited to children of members of local unions affiliated with the New York City Central Labor Council

The Ed. S. Miller Scholarship, limited to members or children of members of the Hotel and Restaurant Employees and Bartenders International Union, AFL-CIO

The Michael J. Quill Scholarship, restricted to children of members of Local Union No. 100 of the Transport Workers Union of America, AFL-CIO

Unrestricted Aids, Grants, and Prizes

After a student has been in residence for a full term, he or she is eligible for a number of unrestricted aids, grants, and

prizes administered by the School. Most are based on financial need.

Grants-in-Aid

The Alcoa Foundation Scholarship
The Daniel Alpern Memorial Endowment Scholarship Fund

The Lawrence A. DeLucia Grant Fund
The Frank J. Doft Memorial Fund

The Barnett P. Goldstein Memorial Scholarship

The Louis Hollander Scholarship Fund
The Industrial and Labor Relations Scholarships

International Student Textbook Fund
The Bernard P. Lampert ILR Alumni Scholarship Fund

The Theodore S. Lisberger Memorial Scholarship

Nonresident Tuition Scholarships

The Michael J. Quill Grant Fund
The Marian Donahue Tolles Memorial Endowment Scholarship Fund

The New York State Two-Year College Transfer Scholarship

The John F. Wegman Foundation Scholarship in Industrial and Labor Relations

Prizes

The Daniel Alpern Memorial Prize
The James Campbell Memorial Award
The Frank J. Doft Memorial Prize
The Irving M. Ives Awards



The Felix Kaufman-Sophie L. Seidenberg
Memorial Award in American Ideals
The Saul Wallen Prize
The Irwin Steingut Prize

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Internships

Funds are frequently available, either through the School or the sponsoring organization, for the following internships:

The New York State Senate Committee on Labor
The New York State Assembly Intern Program
The New York State Assembly Labor Committee
The SUNY Office of Faculty-Staff Relations
The Wayne Finger Lakes (BOCES) Internship in Public Sector Collective Bargaining
The Saul Wallen/Municipal Labor Committee Internship in Public Employee Relations
The Saul Wallen Internship in Dispute Settlement Services
The Clem Miller Scholarship Endowment (U.S. House of Representatives)
The Bureau of National Affairs Summer Internship
The National Labor Relations Board Internships

ILR Application & Admission



	Freshmen	Transfer Students	Visiting Students	Special Students
Entrance	Fall term only*	Fall and spring terms	Fall and spring terms	Fall and spring terms
Application Deadline	January 15	March 15 for fall entrance; November 1 for spring entrance	March 15 for fall entrance; November 1 for spring entrance	March 15 for fall entrance; November 1 for spring entrance
Admission Requirements	16 units of high school course work, including 4 units of English; 500-word essay; SATs plus CEEB Achievement Tests in English and math (level I or II) or ACT	12 college credits; overall "B" average with "A" or "B" grades in social sciences; 500-word essay; SATs or ACT; transcripts and recommendations from all colleges attended	Junior or senior standing; "B" average with strong social science background; 500-word essay; SATs or ACT; transcripts and recommendations from all colleges attended	ILR work experience; 500-word essay; SATs or ACT (recommended); evidence of academic competence
Selection Committee Interview	Required (waived when distance makes travel impossible); December and March; on campus and in New York City; School schedules interviews and notifies applicants	Recommended but not required; May for fall admission; December for spring admission; School schedules interviews and notifies applicants at least one month in advance	Same as transfer students	Required; School schedules interviews and notifies applicants on individual basis
Notification Date	April 15 (on or about); no early decisions <i>* A few exceptionally well-qualified freshman applicants may be admitted in the spring term if application is completed by November 1.</i>	Upon receipt of final grades for current term or last term completed; early decision, upon receipt of midterm grades or instructor evaluation of course work in progress	Same as transfer students	Before June 15 for fall term; before January 1 for spring term

ILR at Cornell is addressed to the prospective undergraduate applicant.

Information about the School's graduate program is contained in a separate announcement, *Graduate Study at the New York State School of Industrial and Labor Relations*.

Resident students should refer to the Announcement *Academic Information* for current information on curriculum requirements, academic standards, and other educational policies. Current ILR courses are contained in *Cornell University: Description of Courses*.

This booklet was prepared by the Office of Resident Instruction, New York State School of Industrial and Labor Relations at Cornell University.

The Office of Resident Instruction is responsible for counseling, general administration of faculty educational policies, class scheduling, and record keeping. The professional staff includes the director and three associate directors, who provide student services and serve as the School's committee on admissions.

The courses and curricula described in this booklet, and the teaching personnel listed herein, are subject to change at any time by official action of Cornell University.



Inquiries for further information about the School may be addressed to:

Director of Resident Instruction
New York State School of Industrial and
Labor Relations
Cornell University
Room 101 Ives Hall
Ithaca, New York 14853
Telephone: 607/256-2221

Further Information

Office of Admissions
Cornell University
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