

# ILR GLOBAL LABOR & WORK (ILRGL)

## ILRGL 1100 - Introduction to U.S. Labor History (3 Credits)

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.

**Enrollment Information:** Priority given to: ILR first-years and sophomores.

**Last Four Terms Offered:** Spring 2025, Fall 2024, Spring 2024, Fall 2023

### Learning Outcomes:

- Students will develop a firm understanding of some of the major historical themes and general discourses shaping U.S. labor relations throughout the nineteenth and twentieth centuries.
- Students will learn to examine the sources and consequences of change in labor relations over time within the context of the broader patterns and issues of American political, social and economic history.
- Students will learn to think about work, class, and the economy as fluid concepts that are shaped by diverse perspectives and interests, and influenced by race, gender, and national identity.
- Students will learn to evaluate the evolving actions of workers, labor unions, employers, and the American public to establish government policies for regulating labor relations.
- Students will develop key methodological and analytical tools for historical research and writing in a clear and critical manner.

Schedule of Classes (<https://classes.cornell.edu/>)

## ILRGL 1200 - Introduction to Disability Studies (3 Credits)

This course provides an introduction to the field of Disability Studies, in both an academic and applied context, and will examine the issues that affect the inclusion and integration of people with disabilities in the U.S., including: the history and impact of medical and social attitudes toward disability; the legacy and future of the disability rights movement; disability policy and laws, and their effects on workplace, technological, and physical environments; representations of disability in mass media; access to education and employment; and contemporary national efforts to expand the rights and to promote the inclusion of people with disabilities in the workplace, educational domain, and everyday society.

**Enrollment Information:** Enrollment limited to: undergraduate students.

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Spring 2025, Fall 2024, Fall 2023, Fall 2022

Schedule of Classes (<https://classes.cornell.edu/>)

## ILRGL 1845 - American Capitalism (4 Credits)

Crosslisted with HIST 1540, AMST 1540

This course studies the history of American capitalism. It helps you to answer these questions: What is capitalism? Is the U.S. more capitalist than other countries? How has capitalism shaped the history of the United States? Has it been a force for freedom, or is it a system of exploitation? What is its future? Through lectures, readings, and discussions, we'll give you the tools to win all your future arguments about capitalism, pro and con. And we won't even charge you the full market price.

**Distribution Requirements:** (D-AG, HA-AG), (HST-AS, SCD-AS), (ICE-IL, LH-IL)

**Last Four Terms Offered:** Spring 2023, Spring 2022, Spring 2020, Spring 2019

Schedule of Classes (<https://classes.cornell.edu/>)

## ILRGL 2010 - Labor and Employment Law (3 Credits)

Survey and analysis of the law governing labor relations and employee rights in the workplace. 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 other 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.

**Enrollment Information:** Priority given to: ILR sophomores.

**Last Four Terms Offered:** Spring 2025, Fall 2024, Spring 2024, Fall 2023

### Learning Outcomes:

- This course aims to familiarize students with the underlying themes of labor and employment law, to provide students with some of the skills of analytical thinking, and to improve students' communication of ideas in speech and in writing.

Schedule of Classes (<https://classes.cornell.edu/>)

## ILRGL 2040 - Introduction to Conflict Resolution and Negotiation (3 Credits)

This is an introductory-level course designed to be of value and appealing to the broad Cornell undergraduate student body. It will provide an introduction to the concepts of conflict, negotiations, and conflict resolution. The course will examine negotiations and conflict resolution in a range of different contexts, such as labor and employment, commercial, educational, family, environmental and community conflicts. The course will be taught in a large lecture format, but will also feature extensive student participation in simulation exercises and technology enabled learning activities.

**Distribution Requirements:** (ICE-IL)

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 2050 - Labor Relations (3 Credits)**

A comprehensive introduction to the labor relations systems of the United States and other countries. Covers the determinants of bargaining power, the process of labor agreement negotiation and administration, and assessment of the effects that collective representation exerts on economic and social outcomes. Special consideration is given to the increasing importance of new technology and international factors including global supply chains.

**Enrollment Information:** Priority given to: ILR sophomores.

**Exploratory Studies:** (EUAREA)

**Last Four Terms Offered:** Spring 2025, Fall 2024, Spring 2024, Fall 2023

**Learning Outcomes:**

- Contrast the theoretical perspectives of labor and employment relations.
- Analyze the sources of union and management bargaining power.
- Understand the influence of economic, social, and political pressures on labor and employment relations.
- Evaluate the efficacy of current labor laws.
- Experience the analytical, emotional, and cognitive aspects of bargaining a collective agreement.
- Understand the dynamics of negotiations and conflict resolution.
- Assess evidence regarding the impact of collective bargaining on workplace and societal outcomes.
- Debate effectively the role and effects of unions in the public and private sectors.

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 2180 - Capitalism, Socialism and Democracy (3 Credits)**

Crosslisted with SOC 2280

This course examines the evolution of modern rational legal capitalism as the dominant economic order of the global economy. It explores the question of capitalism and socialism through the lens of the new institutionalism in economic sociology. Why and how has American capitalism shaped the emergence of dynamic capitalism in China? What enables and guides the emergence of a global high-technology knowledge economy in the 21st century? What is the relationship between capitalism as an economic order and democracy?

**Distribution Requirements:** (SSC-AS)

**Exploratory Studies:** (CU-SBY)

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 2200 - Argumentation and Debate (3 Credits)**

Students learn the principles of argumentation and debate, including the difference between opinions and arguments, selecting persuasive reasons in support of claims, stakeholder analysis, discerning logical fallacies, framing, comparing impact claims (including ethical appeals), and effective research skills. Students will partner up with their classmates for in-class debates on timely topics. Students will also complete research-based advocacies as written assignments for the course. This course also includes one test, in an open-book (i.e. you can use your notes and consult the textbook) format. Students learn the principles of argumentation and debate. Topics emphasize Internet database research, synthesis of collected data, policy analysis of evidentiary quality, refutation of counter claims, identification of logical fallacies, risk evaluation, framing of issues, and coherent storytelling. Prepares students to work with a great range of opinion and evidence. Emphasizes different viewpoints, including those of different cultures. Assumptions are interrogated.

**Forbidden Overlaps:** ILRGL 2200, ILRGL 3300

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Summer 2025, Winter 2025, Summer 2024, Winter 2024

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 2210 - Socio-Legal Perspectives on Disability (3 Credits)**

This sophomore writing seminar engages in a critical, in-depth study of the way in which people with disabilities and the disability experience are represented in an array of interdisciplinary texts, with particular emphasis on the legal tradition and interpretations. Drawing from a variety of historical as well as contemporary texts and documents, we will explore the implications of disability in culture and policy, particularly as they impact ideas of citizenship and rights, primarily in the United States, but also globally. We will examine the history of disability law, looking closely at a number of Supreme Court cases and decisions. We will additionally allow for an intensive focus on the development of critical thought and reasoning in both oral and written communication.

**Enrollment Information:** Enrollment limited to: ILR sophomores or others with permission of instructor.

**Distribution Requirements:** (ICE-IL, SOW-IL)

**Last Four Terms Offered:** Spring 2025, Fall 2024

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 2215 - The Law of Care Work (3 Credits)**

The care economy supplies basic needs for individuals and provides the human infrastructure for society, but care work often happens outside the regulated labor market, raising challenges for and beyond work law. How does the law conceptualize, compensate, and regulate care work? How does the law allocate the responsibility and costs of care? How does gender and race factor the law's treatment of care work? This course will examine these questions across various bodies of law, predominantly in the context of the United States. As a writing seminar, this course will develop the student's analytical writing capability through a series of writing assignments designed to break down the writing process into discernable steps, culminating in a longer paper on a topic relevant to this course.

**Enrollment Information:** Priority given to: ILR sophomores.

**Distribution Requirements:** (ICE-IL, SOW-IL)

**Last Four Terms Offered:** Spring 2025

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 2220 - Employee Voice at Work (3 Credits)**

Whether workers have sufficient voice at work to affect their working conditions and pay is one of the fundamental questions addressed in the field labor relation, organizational behaviors, and human resource studies. The class introduces different theoretical and methodological approaches to study worker voice and examines the effectiveness of various forms of worker voice in both union and nonunion settings.

**Distribution Requirements:** (ICE-IL, SOW-IL)

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 2230 - Navigating the Bureaucracy of Workplace Rights (3 Credits)**

This course examines the experiences of workers attempting to navigate the labor standards enforcement bureaucracy. We review theories of legal consciousness and legal mobilization to help explain the conditions under which low-wage workers come forward to demand justice. We walk through claimsmaking in an array of federal and state administrative bureaucracies, including wage and hour, health and safety, and discrimination. We also look at how the immigration enforcement regime impacts workplace protection. We assess how these formal protections are filtered through various institutional gatekeepers and how organizational compliance structures shape worker's ability to make claims on their rights. We consider how intersecting bases of inequality (e.g., gender, race, and national origin) matter, and how lay versus legal conceptions of workplace justice often diverge.

**Distribution Requirements:** (ICE-IL, SOW-IL)

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 2260 - The Making and Unmaking of the New Deal (3 Credits)**

There is much talk today about the fact that we live in a post-New Deal order. This begs the question(s). What was the New Deal? Where did it come from? How long did it last? This course will study the origins, establishment and decline of the New Deal order in US politics, culture and the industrial order. We will explore what the New Deal meant to workers, management, business and an array of interest groups. Special emphasis will be placed on the roles of working-class people in the making of public policies and industrial relations and how these roles change over time.

**Distribution Requirements:** (ICE-IL, SOW-IL)

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 2270 - Migrants and Immigrants: Moving to Work in the 19th and 20th centuries (3 Credits)**

We all know people who have moved someplace for a job. We probably are still in touch with these people: by phone, by e-mail or by web-cam, maybe even through old-fashioned letters. But what did it mean for people in the past to move for a job? How was moving for work different over a hundred years ago? In this class, we will examine at least three different ways in which people moved to work: moving within a single country, moving across national borders, and moving as a part of the job itself. How did such moves change the lives of both the workers and their families?

**Distribution Requirements:** (ICE-IL, SOW-IL)

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 2280 - Social Policy in the Global South (3 Credits)**

This course offers an overview of the structure and politics of social policy in the Global South. It addresses commonalities and differences in social policies across middle-income countries in Latin America, Africa, and Asia, and examines scholarly explanations for social policy adoption, policy design, and social policy change. The course's approach is comparative, focusing on different regions and country cases in the Global South, but pays special attention to the evolution of social protection in Latin America, where welfare systems are relatively broader in scope and have been the subject of more scholarly research. The course explores the types of protections states extend to different groups, particularly focusing on the divide between insiders-meaning formal-sector workers with labor contracts-and outsiders-informal, unemployed, and rural workers. It also examines the political dynamics (electoral competition, protest), institutions (e.g. political regimes), and actors (social and labor movements, political parties) that shape social policy. Finally, it explores the role of policy legacies, ideas, and economic factors in shaping social protection in the Global South.

**Enrollment Information:** Enrollment limited to: ILR sophomores or others with permission of instructor.

**Distribution Requirements:** (ICE-IL, SOW-IL)

**Last Four Terms Offered:** Fall 2024

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 2285 - Labor Unions and Informal Workers' Movements in Latin America (3 Credits)**

This course offers an overview of labor movements and organizations of informal workers in Latin America. It first analyzes the origins and evolution of labor institutions and labor movements in the region and examines existing explanations for their varying trajectories. Second, the course explores the emergence, organizational features, and collective action strategies of organizations and movements of informal workers, including low-income unemployed and rural workers. Some of these movements have emerged or acquired increasing political relevance in recent decades. The course reviews the challenges these groups face in acting together and helps us understand the circumstances under which they emerge and are able to influence state policy. Finally, the course examines when and how labor unions and organizations of informal workers build alliances to advance common interests and explores these alliances' political and social implications.

**Enrollment Information:** Enrollment limited to: ILR sophomores or others with permission of instructor.

**Distribution Requirements:** (ICE-IL, SOW-IL)

**Last Four Terms Offered:** Spring 2025

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 2290 - Labor and Democracy in Latin America (3 Credits)**

Labor movements are crucial actors in Latin American politics. This course will analyze and explain the contributions of organized labor to democratization processes in Latin America from the 19th century to the present—not only in the struggle for formal democracy, but also in the creation of new forms of participation and in the expansion of social citizenship rights. Special attention will be given to the role of labor in shaping the major political eras in the region, including the rise of populism following the onset of mass politics, the period of redemocratization in the late 20th century, and the more recent political shift towards the left. The course will cover a wide range of countries in the region and different labor movements in different historical periods. It will draw on political economy and political sociology approaches to explain both general processes and differences across countries.

**Enrollment Information:** Enrollment limited to: ILR sophomores or others with permission of instructor.

**Distribution Requirements:** (ICE-IL, SOW-IL)

**Last Four Terms Offered:** Fall 2024

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 2300 - Introduction to International and Comparative Labor (3 Credits)**

Crosslisted with GOVT 2303

Even through different countries may adopt similar economic strategies, their industrial relations system are generally quite unique, based on the particular institutional histories in each nation. This course is focused on understanding industrial relations systems around the world. Structured on a regional basis (Europe, Middle East and North Africa, Latin America, and Asia), students will appreciate the similarities and differences in industrial relations within each region, and in particular the impact of the design of each national industrial relations system on outcomes for workers, employers, and national governments.

**Enrollment Information:** Open to: undergraduate students.

**Distribution Requirements:** (SBA-AG)

**Last Four Terms Offered:** Spring 2025, Spring 2024

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 2350 - Work, Labor, and Capital in the Global Economy (3 Credits)**

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, international labor, and responses to globalization. Lectures and discussion for the topics mentioned above will be grounded in the experiences of different countries, firms, workplaces, industrial sectors, and individuals.

**Enrollment Information:** Priority given to: ILR first-years and sophomores.

**Exploratory Studies:** (CU-ITL); (EUAREA, SAAREA)

**Last Four Terms Offered:** Fall 2024, Spring 2024, Fall 2023, Spring 2023

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 2385 - Money, Work, and Power (3 Credits)**

In this writing seminar, we will explore analytical forms of writing about three of the pillars of capitalism: money, work, and power. Though these pillars may seem self-explanatory, their meanings change depending on context. Focusing on work by anthropologists, geographers, and historians, we will learn how attention to context can help us critically engage key concepts that animate the global economy. These concepts include ones about supply and demand, fair trade, meritocracy, debt, and even the newness of the so-called new economy of temporary and gig labor.

**Enrollment Information:** Enrollment limited to: ILR sophomores or others with permission of instructor.

**Distribution Requirements:** (ICE-IL, ICL-IL, SOW-IL)

**Last Four Terms Offered:** Fall 2021, Spring 2021

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 2390 - People Power: Resistance, Protest and Revolution (3 Credits)**

The Arab uprisings of 2010/2011 brought renewed attention to the power of ordinary citizens to collectively overthrow their governments. This course introduces theories of collective action, resistance, protest, and revolutions. It addresses the following questions: How do aggrieved citizens make claims against their governments, especially in non-democratic contexts? When and why do people act collectively to make those claims? How do governments respond to various forms of protest? What constitutes a revolution? Why do some succeed and others fail? We pay particular attention to different forms of workers' mobilization and to the role of labor and other social classes in revolutions.

**Enrollment Information:** Enrollment limited to: ILR sophomores or others with permission of instructor.

**Distribution Requirements:** (ICE-IL, ICL-IL, SOW-IL)

**Last Four Terms Offered:** Spring 2025, Spring 2024, Spring 2023, Fall 2021

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 2580 - Six Pretty Good Books: Explorations in Social Science (4 Credits)**

Crosslisted with HD 2580, SOC 2580, PSYCH 2580

This course is modeled after Great Books literature courses in the humanities, but with two important differences: we read non-fiction books in the social sciences rather than the humanities, written by highly prominent contemporary social scientists. The course title refers to the fact that the books are new, hence their potential greatness has yet to be confirmed by the test of time. We choose living authors to give students a unique opportunity: to interact with each of the six authors in Q&A sessions via live or recorded video conferencing. Great Books courses are organized around books rather than the more traditional theme-based approach in most undergraduate classes, and each book is intended to stand on its own. Although the topics vary widely, each of the books addresses fundamental puzzles that motivate social science inquiry regarding human behavior and social interaction. These puzzles cut across disciplinary boundaries, hence the course is co-taught by psychologist Steve Ceci and sociologist/information scientist Michael Macy who provide continuity by calling attention to similarities and differences in theories, concepts, assumptions, and methods between sociologists (who focus on what happens between individuals) and psychologists (who focus on what happens within individuals). The authors vary from year to year but include famous social scientists such as Claude Steele, Daniel Kahneman, Nicholas Christakis, Beverly Tatum, Malcolm Gladwell, and Steven Pinker.

**Distribution Requirements:** (ICE-IL), (SBA-AG), (SBA-HE), (SSC-AS)

**Last Four Terms Offered:** Fall 2024, Fall 2023, Spring 2023, Spring 2021

Schedule of Classes (<https://classes.cornell.edu/>)



**ILRGL 3020 - Strangers and Citizens: Immigration and Labor in U.S. History (3 Credits)**

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 and the ways in which preexisting American groups defined these immigrants as strangers. Similarly, students look at 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.

**Enrollment Information:** Priority given to: ILR juniors and seniors.

**Distribution Requirements:** (ICE-IL, LH-IL)

**Exploratory Studies:** (EUAREA)

**Last Four Terms Offered:** Fall 2024, Spring 2024, Spring 2023, Fall 2013  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3040 - International Monetary Economics (3 Credits)**

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Fall 2021  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3045 - Special Topics in Labor Law (1-4 Credits)**

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Fall 2023, Spring 2021, Spring 2020, Spring 2019  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3050 - Special Topics in Labor History (3 Credits)**

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Spring 2024, Fall 2021, Fall 2020, Spring 2020  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3052 - Community Controlled Economic Development (1 Credit)**

The purpose of this course is to provide students with the appropriate academic framework to excel in a supervised fieldwork experience working for a social sector organization through the High Road Fellowships. The multi-disciplinary, place-based background will inform their work projects, enhance their engaged learning as a class and as individuals over the summer, and prepare them for integrating the course work with their field work into a final report of their High Road experience.

**Enrollment Information:** Enrollment limited to: students accepted as a Summer Fellow in the High Road Fellowship program.

**Distribution Requirements:** (ICE-IL)

**Exploratory Studies:** (CU-CEL)

**Last Four Terms Offered:** Spring 2025, Spring 2024, Spring 2023, Spring 2022  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3055 - Rhetoric of the Labor Movement (3 Credits)**

This course equips students to use different modes of rhetorical analysis to examine historical and contemporary artifacts in critical ways. Grading is based on class participation, tests and a final paper. The final paper requires students to identify primary source materials with a connection to either past or present labor movements and apply one or more of these modes of rhetorical criticism as the basis of a unique investigation into a particular labor movement's significant symbolic acts. Students will be expected to hone their own teaching and public speaking skills by giving at least one major in class presentation.

**Enrollment Information:** Open to: undergraduate students.

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Spring 2025, Fall 2024, Spring 2024, Fall 2023  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3067 - Salary Arbitration in Sports (2 Credits)**

**Distribution Requirements:** (ICE-IL)

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3300 - Advocacy and Debate (4 Credits)**

Students learn the principles of argumentation and debate. Topics emphasize Internet database research, synthesis of collected data, policy analysis, evidentiary quality, refutation of counter claims, identification of logical fallacies, risk evaluation, framing of issues, and coherent storytelling. Prepares students to work with a great range of opinion and evidence. Emphasizes different viewpoints, including those of different cultures. Assumptions are interrogated.

**Forbidden Overlaps:** ILRGL 2200, ILRGL 3300

**Enrollment Information:** Open to: undergraduate students.

**Distribution Requirements:** (ICE-IL), (ORL-AG)

**Last Four Terms Offered:** Spring 2025, Fall 2024, Spring 2024, Fall 2023  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3315 - Gender at Work in U.S. History (3 Credits)**

This course examines the relationships between gender, work, and public policy in U.S. history from the nineteenth century to the present. How has work been organized along gendered lines, both at the workplace and at home? Why have women been historically overrepresented in precarious, low-paying jobs? How have labor unions dealt with issues of gender inequality, and to what extent has U.S. labor law challenged or reinforced this form of inequality? By exploring these questions, this course uncovers how gender has influenced, and been influenced by, the experiences and politics of work in U.S. history.

**Enrollment Information:** Priority given to: ILR juniors and seniors.

**Distribution Requirements:** (ICE-IL, LH-IL)

**Last Four Terms Offered:** Fall 2024

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3325 - Food and Work (3 Credits)**

Crosslisted with ANTHR 3325

**Enrollment Information:** Enrollment limited to: undergraduate students.

**Distribution Requirements:** (ICE-IL, ICL-IL)

**Last Four Terms Offered:** Fall 2023, Spring 2022, Spring 2021  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3330 - Research Methods for Labor Policy (3 Credits)**

This course is designed to provide an in-depth understanding of the concepts, tools, methodologies, and resources pivotal to the strategic and effective utilization of qualitative and quantitative data. The course structure is organized around a series of modules, each focusing on distinct analytical methodologies and their potential applications to modern challenges in labor relations. These modules include qualitative, quantitative, and AI-based (e.g., machine learning) research methods. The course's pedagogical approach encourages the practical application of course concepts through hands-on exercises and assignments, enabling students to integrate and contextualize the course content within actual research questions.

**Enrollment Information:** Enrollment limited to: juniors and seniors.

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Fall 2024

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3345 - Contemporary Cambodia: Labor, Development and Society (3 Credits)**

Crosslisted with ASIAN 3349

This winter session course is designed to provide students with an introduction to the role of labor and industrial relations in Cambodian development. Taught over the winter break (Jan 3-Jan 17), this is a three-credit course taught in Cambodia, through the School of Continuing Education and Summer sessions. The course involves a mix of lectures and field visits. Classes will be conducted for 3 hours a day, followed by relevant field visits. Each class will be supplemented by guest lectures from Cambodian locals.

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Winter 2024, Winter 2020

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3365 - Labor and Social Movements in Latin America (3 Credits)**

Workers, often in alliance with other marginalized groups, have played a major role in shaping modern Latin American politics. This course examines labor-based forms of political representation in Latin America and provides an overview of major historic and contemporary movements across the region, including those that seek to represent and empower traditionally excluded sectors, such as urban and rural workers, informal workers, women, as well as indigenous groups. In this course, students will analyze the conditions that facilitate or inhibit collective mobilization, the connections between various movements and political parties, especially those on the left, and their relationship with the state.

**Enrollment Information:** Enrollment limited to: sophomores, juniors, and seniors.

**Distribution Requirements:** (AWI-IL, ICE-IL, ICL-IL)

**Last Four Terms Offered:** Spring 2025

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3375 - Labor Practices in Global Supply Chains: Multi-Stakeholder Perspectives (3 Credits)**

This course focuses on the evolution, current trajectories, and methods to improve labor practices in global supply chains. We will examine the key issue of why, after 25 years of corporate efforts and intensive consumer activism, there have not been sustainable improvements in labor practices in the global supply chains in the apparel industry. Taking both a Corporate Social Responsibility, and Global Value Chains perspective, we will examine a range of problems and issues that inhibit sustainability, and explore new innovative developments that show promise. Several stakeholders from corporations, NGOs, monitoring firms, and/or suppliers will engage with the class, either in person or through videoconferencing. The course will end with an evaluation of approaches that are both innovative and promising. Students will be expected to write position papers on current developments, which will be circulated to multiple stakeholders so that the output from the course is relevant. The course also offers opportunities for students to engage more deeply in research projects that are currently underway.

**Enrollment Information:** Open to: undergraduate students.

**Distribution Requirements:** (ICE-IL, ICL-IL)

**Exploratory Studies:** (CU-ITL, CU-SBY); (SAAREA)

**Last Four Terms Offered:** Spring 2025, Fall 2023, Fall 2022, Spring 2021

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3380 - The Asian Century: The Rise of China and India (3 Credits)**

Crosslisted with ASIAN 3380, GOVT 3384, AEM 3388, CAPS 3387

The course will be thoroughly comparative in order to highlight both the specificity of each country as well as more generalizable dynamics of 21st century development. It will be divided into a number of inter-related modules. After a framing lecture, we will briefly cover the two countries' distinct experiences with colonialism and centralized planning. Then we will move on to dynamics of growth, which will seek to explain the relative success of China in the era of market reforms. In analyzing political consequences, we will assess how new forms of cooperation and conflict have emerged. This will involve attention to both internal dynamics as well as how rapid development has seen an increasing accumulation of political power in the East. It goes without saying that accelerating growth has led to huge social change, resulting in profound reorganizations of Chinese and Indian society. Finally, the course will conclude by returning to our original question - is this indeed The Asian Century? What does the rise of China and India mean for the rest of the world, and how are these two giant nations likely to develop in the future?

**Enrollment Information:** Open to: undergraduate students.

**Distribution Requirements:** (CA-AG, SBA-AG), (ICE-IL, ICL-IL)

**Exploratory Studies:** (CU-ITL); (SAAREA)

**Last Four Terms Offered:** Fall 2023, Fall 2022, Spring 2020, Fall 2017

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3385 - The US-China Relationship: A Labor Perspective (3 Credits)**

Crosslisted with CAPS 3385

The US-China relationship has emerged as one of the definitive economic and political vectors of the 21st century. There is little question that the US and China will remain the two most powerful polities for decades to come, and in recent years their respective governments have become increasingly hostile. While this imperial rivalry is very real and poses grave threats to humanity, this course aims to transcend methodological nationalism by approaching the US-China relationship from the perspective of workers. In doing so we will interrogate the complex and deeply interwoven set of political, economic, and social linkages between these two capitalist behemoths.

**Enrollment Information:** Enrollment limited to: sophomores, juniors, and seniors.

**Distribution Requirements:** (ALC-AS), (ICE-IL, ICL-IL)

**Last Four Terms Offered:** Spring 2022

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3400 - Labor and Migration in Asian America (4 Credits)**

Crosslisted with AAS 3400, AMST 3409, SOC 3400

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Fall 2021

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3500 - Multinationals in Global Economy (3 Credits)**

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Fall 2021

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3510 - European Industrial Relations and Human Resource Management (3 Credits)**

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Fall 2021

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3512 - Constitutional Law of the European Union (4 Credits)**

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Fall 2015

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3525 - Governing the International Business Environment (4 Credits)****Distribution Requirements:** (ICE-IL)**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Fall 2021Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 3530 - Inequality in the Lab Market (3 Credits)****Distribution Requirements:** (ICE-IL)Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 3540 - Managing in a Cross-Cultural Environment (3 Credits)****Distribution Requirements:** (ICE-IL)**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Fall 2021Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 3543 - Global Development (3 Credits)****Distribution Requirements:** (ICE-IL)**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Fall 2021Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 3544 - Irish Economy (4 Credits)****Distribution Requirements:** (ICE-IL)**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Fall 2021Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 3547 - WIM: America, Business and International Political Economy (4 Credits)**

Crosslisted with GOVT 3547, GDEV 3547, AEM 3547

Do you want to learn the discussion-based case method as taught at the Harvard Business School? Do you want to learn how to write a long research paper? Do you not want to take a final examination? If you answer these questions affirmatively, this course may be for you. We are told often that American primacy is in decline and that other powers are rising. What does this mean when we examine the experience of Government and Business in different countries around the world? Is the international political economy a hydraulic system in which some units rise and others fall? Are the dynamics of the international political economy all pointing in one direction? Or are they marked by cross-currents? This course seeks answers to these questions by teaching the basics of macro-economics, examining a range of powerful states (among others China, India, Russia and Japan) and persisting issues (financial globalization and foreign investment; oil and OPEC; trade and aid) as they play themselves out in different countries (such as Malaysia, Korea; Saudi Arabia, Nigeria; Mexico, Brazil, Uganda, Indonesia).

**Distribution Requirements:** (CA-AG, SBA-AG), (GLC-AS, SSC-AS), (ICE-IL)**Last Four Terms Offered:** Fall 2022, Fall 2019, Fall 2017, Fall 2015Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 3552 - Behavioral Economics and Business (3 Credits)****Distribution Requirements:** (ICE-IL)**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Fall 2021Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 3557 - Exceptionalism Questioned: America and Europe (4 Credits)**

Crosslisted with GOVT 3557, AEM 3557

Do you want to learn the discussion-based case method as taught at the Harvard Business School? Do you want to learn how to write a long research paper? Do you not want to take a final examination? If so this course may be for you. Since the beginning of the republic, American intellectuals, politicians and businessmen have extolled the exceptionalism of America. In a world of diverse forms of capitalism, can this view be sustained? Is America a shining city on the hill or a darkened city in the valley? Comparison is an effective way to discern and assess what is unique and what is general in the distinctive form of America's capitalist democracy. In this course the liberal market economy of the United States with its distinctive strengths and weaknesses is put side-by-side with different forms of liberal, corporatist and statist market economies that characterize different European countries in the emerging European polity. The diversity of capitalism points to one overarching conclusion: all of these countries are arguably capitalist, democratic market economies belonging to the West; and each of them has distinctive strengths and weaknesses. Like all other countries, America is ordinary in mobilizing its formidable capacities and displaying its glaring weaknesses as it copes with change.

**Distribution Requirements:** (CA-AG, SBA-AG), (GLC-AS, SSC-AS), (ICE-IL)**Last Four Terms Offered:** Fall 2024, Fall 2020, Fall 2016Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 3560 - People at Work (3 Credits)****Distribution Requirements:** (ICE-IL)**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Fall 2021Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 3580 - Leadership and Change Management (3 Credits)****Distribution Requirements:** (ICE-IL)**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Fall 2021Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 3620 - Knowledge Management and Innovation (3 Credits)****Distribution Requirements:** (ICE-IL)**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Fall 2021Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 3691 - Race, Slavery, and Cinema (3 Credits)**

Crosslisted with NES 3691, COML 3006, FGSS 3693

What does it mean to live in the aftermath of slavery? How has the human history of slavery contributed to the production of natural values that we take for granted-such as community, property, citizenship, gender, individuality, and freedom? This course explores the history of enslavement throughout the human past, from the ancient world to the modern era. We will pay particular attention to the relationship between slavery and the construction of racial blackness. We will explore various institutionalized forms of servitude throughout time and space, from the Indian Ocean to the Atlantic worlds, from eunuchism to concubinage, from slavery in the Roman Empire to modern slavery and sex trafficking. Readings will be in English and will engage a variety of dynamic sources: theoretical, historiographical, anthropological, religious, legal, literary and multimedia.

**Distribution Requirements:** (ALC-AS), (CA-AG, LA-AG), (ICE-IL, LH-IL)**Exploratory Studies:** (CU-ITL)**Last Four Terms Offered:** Spring 2023, Spring 2020Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3805 - African American and Latinx Histories (3 Credits)**

We will undertake a comparative study of African American and Latina/o histories, cultures, and politics from the American Revolution to the present. Students will gain understandings of connections between events in the Americas including the abolition of slavery in Latin America and the Caribbean, the Mexican American War, and the US Civil War. We will study ties between US empire and the Jim Crow/Juan Crow systems. We will seek to understand Black and Brown workers' freedom struggles against systemic racism in the Sunbelt, and the roles these workers played in the making of the New Deal, Third World Solidarity, feminism, and the election of the first African American president in US history.

**Enrollment Information:** Enrollment limited to: undergraduate students.

**Distribution Requirements:** (ICE-IL, LH-IL)

**Last Four Terms Offered:** Spring 2025

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3810 - Migration: Histories, Controversies, and Perspectives (3 Credits)**

Crosslisted with LSP 3810, SOC 3820, PUBPOL 3710, AMST 3800

This introductory course introduces students to issues and debates related to international migration and will provide an interdisciplinary foundation to understanding the factors that shape migration flows and migrant experiences. We will start by reviewing theories of the state and historical examples of immigrant racialization and exclusion in the United States and beyond. We will critically examine the notions of borders, citizenship/non-citizenship, and the creation of diasporas. Students will also hear a range of perspectives by exposing them to Cornell guest faculty who do research and teach on migration across different disciplines and methodologies and in different world areas. Examples include demographic researchers concerned with immigrant inequality and family formation, geographic perspectives on the changing landscapes of immigrant metropolises, legal scholarship on the rights of immigrant workers, and the study of immigrant culture from a feminist studies lens. Offered each fall semester.

**Enrollment Information:** Open to: undergraduate students.

**Distribution Requirements:** (AWI-IL, ICE-IL), (SBA-AG), (SSC-AS)

**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Fall 2021

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3815 - The Welfare State and Its Contradictions for Workers (3 Credits)**

Crosslisted with SOC 3800

Is the welfare state a protector from capitalism or an accomplice to capitalism? Social safety nets and capitalist markets have a complicated relationship for workers. Healthcare, retirement pensions, unemployment insurance –these provisions protect workers from the risks of getting sick, old, and fired. These same provisions are also tremendous sources of capital, invested into the very employers and asset-managers who pose risks to workers. This contradiction is not an "American thing," but extends to social democracies like the Netherlands who steward one of the largest national capital-funded pensions. This course uncovers these complexities of the welfare state, with special theoretical and empirical attention to labor. Geographically it will focus on the United States, with frequent international comparisons to examine the commonalities and differences of welfare states. And lastly, it will be equal parts sociology and history, illuminating the origins, transformations, and inequalities of the welfare state in the United States.

**Enrollment Information:** Open to: undergraduate students.

**Distribution Requirements:** (ICE-IL), (SSC-AS)

**Last Four Terms Offered:** Fall 2024

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3820 - The Gendered Workplace (1.5 Credits)**

Crosslisted with FGSS 3820

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Spring 2024, Spring 2017, Spring 2016, Spring 2015

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3855 - Generative AI and the Future of Work (1.5 Credits)**

This course examines the fundamentals of generative artificial intelligence and its potential impact on the future of work. It begins with an overview of how neural networks function, comparing them to earlier technological transformations. The course then looks at how generative AI may influence work, including changes to jobs, worker voice, and power dynamics. Broader societal issues, such as ethics, economic inequality, and governance, are also explored.

**Distribution Requirements:** (ICE-IL)

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3870 - Where is the Power in the Union? Survey of Social Movement and Union Power Theories (3 Credits)**

This course offers a survey of social movement and union power theories to explore why and how unions win. The course is built around four dominant theories from sociology and ILR: resource mobilization, the political process model, the power resource approach, and strategic capacity. Movements covered in this exploration will include: the civil rights movement, the women's movement, the United Farm Workers, the United Auto Workers, Justice for Janitors, and gig worker organizing, among others. In exploring the wide range of theories from sociology, political science, and labor relations in understanding social and labor movements this course seeks to historicize the current resurgence of union organizing through a comparison of a broad range of movement traditions.

**Enrollment Information:** Open to: undergraduate students.

**Distribution Requirements:** (AWI-IL, ICE-IL)

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3880 - Unfree Labor: Servants, Slaves, and Wives (4 Credits)**

**Distribution Requirements:** (ICE-IL, LH-IL)

**Last Four Terms Offered:** Spring 2021, Spring 2020, Spring 2019, Spring 2018

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 3885 - Race and War in History: Workers, Soldiers, Prisoners, Activists (3 Credits)**

Crosslisted with HIST 3884, AAS 3885, AMST 3885

Across twentieth-century history, race and war have been dynamic forces in shaping economic organization and everyday livelihoods. This course will approach labor and working-class history, through a focus on global war as well as 'wars at home.' Racial and warfare events often intersect in the histories of presidents and activists, business leaders and industrial workers, CIA agents and police, soldiers and prisoners, American laborers abroad and non-Americans migrating stateside. In this course, we'll consider how race and war have been linked from the rise of Jim Crow and U.S. empire in the 1890s, to the WWII 'Greatest Generation' and its diverse workplaces, to Vietnam and the civil rights movement, to the Iraq wars and immigrant workers, to debates about what has been called a 'military-industrial complex' and a 'prison-industrial complex'.

**Enrollment Information:** Enrollment limited to: sophomores, juniors, and seniors.

**Distribution Requirements:** (AWI-IL, ICE-IL, LH-IL), (HA-AG), (HST-AS)

**Last Four Terms Offered:** Spring 2025, Spring 2024, Fall 2022, Fall 2021

Schedule of Classes (<https://classes.cornell.edu/>)



**ILRGL 3895 - From Luddites to Silicon Valley: The Politics of Tech and Work (3 Credits)**

Crosslisted with SOC 3890

This course is a survey of theories and politics of the labor process exploring how employers organize work, how workers respond to these efforts, and how this shapes industrial labor relations. Since the dawn of the industrial revolution scholars from Marx to Taylor considered how the design of the labor process impacted not only profit but workers' subjective experience of their work and their resistance. The last two decades have again seen significant changes and upheaval in the nature of work-gigification, digital surveillance, and the disruptive specter of generative AI-raising the importance of these questions yet again. Exploring the politics of how work is organized this course seeks to interrogate the historical context of these contemporary debates.

**Distribution Requirements:** (AWI-IL, ICE-IL), (SSC-AS)

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4012 - Managing and Resolving Conflict (3 Credits)**

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Spring 2024, Fall 2023, Fall 2022, Spring 2022

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4019 - Dispute Resolution Practicum (1.5-3 Credits)**

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Spring 2022, Fall 2021, Spring 2021, Spring 2020

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4022 - Arbitration in the Workplace: Theory and Practice (3 Credits)**

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 and oral presentations, the conduct of mock arbitration hearing, and the preparation of arbitration opinions and post-hearing briefs.

**Prerequisites:** ILRGL 2010 and ILRGL 2050.

**Enrollment Information:** Priority given to: ILR juniors and seniors.

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Fall 2024, Fall 2018, Spring 2016, Fall 2014

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4023 - Disability, Employment, and Workforce Development Policy (1.5 Credits)**

This course provides an overview of state and federal governmental policy and administration that facilitates the inclusion of people with disabilities in the competitive labor market. Topics for the course will include: social security and means-tested entitlements related to disability, workforce development efforts, the state-federal partnership on vocational rehabilitation and training, workers' compensation, return-to-work, competitive integrated employment, and access to healthcare (e.g., Affordable Care Act, Medicaid and Medicare). Students will learn about various policy experiments in the United States, from the New Deal to present, as they relate to disability inclusion in the workforce, and will be provided with the tools to critique existing disability and workforce development policy frameworks at both state and national levels to identify areas of improvement and innovation.

**Distribution Requirements:** (AWI-IL, ICE-IL)

**Last Four Terms Offered:** Spring 2025, Spring 2024, Spring 2023, Spring 2022

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4027 - Campus Mediation Practicum (4 Credits)**

This course is offered to students interested in acquiring the knowledge, skills and techniques necessary to mediate community and campus disputes. In the first segment of the course, students will be introduced to the guiding principles of mediation and restorative conferencing. A review of the theories of conflict, models of mediation, and the benefits and challenges of each. The role of identity, culture, ethics and impasse in mediation will all be examined and incorporated into simulations and case studies. In the second segment, students will be assigned to observe, mediate, and facilitate cases referred to the Scheinman Institute from Cornell's Office of Student Conduct and Community Standards (OSCCS), the Tompkins County Community Dispute Resolution Center, the Ithaca City Small Claims Court, and the Montana Mediation program.

**Enrollment Information:** Priority given to: ILR juniors and seniors.

**Distribution Requirements:** (AWI-IL, ICE-IL)

**Exploratory Studies:** (CU-CEL)

**Last Four Terms Offered:** Spring 2025, Fall 2024, Spring 2024, Fall 2023

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4028 - Mediating Organizational Conflicts (2-4 Credits)**

**Enrollment Information:** Priority given to: ILR juniors and seniors.

**Distribution Requirements:** (AWI-IL, ICE-IL)

**Last Four Terms Offered:** Spring 2024, Spring 2020, Fall 2018

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4029 - Campus Mediation Practicum II: Advanced Issues in Restorative Justice (4 Credits)**

This course is offered to students interested in furthering their knowledge of mediation, restorative practices, and alternative dispute resolution (ADR) processes and systems, and has a required prerequisite of The Campus Mediation Practicum I. Students will build on the Campus Mediation Practicum I, which sets the stage for the role mediation and restorative justice can effectively play in facilitating ADR processes in multiple settings. Students will be assigned to mentor CMP I student mediators as well as mediate complex cases referred to the Scheinman Institute from the Office of Student Conduct and Community Standards (OSCCS), the Tompkins County Community Dispute Resolution Center, the Ithaca City Small Claims Court, and the Montana Mediation program. Students will also have the opportunity to engage with experienced mediators.

**Prerequisites:** ILRGL 4027.

**Enrollment Information:** Priority given to: ILR juniors and seniors.

**Distribution Requirements:** (AWI-IL, ICE-IL)

**Exploratory Studies:** (CU-CEL)

**Last Four Terms Offered:** Spring 2025, Spring 2024, Fall 2023, Spring 2023

**Learning Outcomes:**

- Students will build on the knowledge gained in Campus Mediation Practicum I which sets the stage for the role restorative justice can effectively play in resolving conflict in multiple settings and environments.
- Students will be assigned to mentor CMP I student mediators as well as mediate complex cases referred to the Scheinman Institute from the Office of the Judicial Administrator and referrals from other Cornell University offices.
- Students will conduct research and write a paper exploring the global use of restorative justice programs in a wide variety of contexts.

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4033 - Disability Law (3 Credits)**

This course reviews U.S. law related to people with disabilities. Students in this course will learn about the nuances of disability law, including civil rights efforts to increase access to employment, public accommodations, education, and equal political and social participation. The course will review landmark case law from the U.S. Supreme Court and lower courts, and will review key pieces of legislation like the Americans with Disabilities Act (ADA), Rehabilitation Act, Genetic Information Nondiscrimination Act (GINA), and Individuals with Disabilities Education Act (IDEA). Key topics will include nondiscrimination in the workplace, access to the political process, and access to justice and due process for people with disabilities. Because this is a law course, students will also learn how to read judicial opinions, interpret precedent, develop and structure legal memoranda, and engage in effective/convincing legal writing and analysis.

**Enrollment Information:** Open to: undergraduate students.

**Distribution Requirements:** (AWI-IL, ICE-IL)

**Last Four Terms Offered:** Spring 2025, Spring 2024, Spring 2023, Spring 2022

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4035 - Intersectional Disability Studies (3 Credits)**

Crosslisted with FGSS 4035

A recognition of the importance of intersectionality has become increasingly key to not only understand the complexity of social identity and lived experience, but to combat discrimination and oppression. While the course has a centering focus on the disability experience-in part because of the way in which disability is often left out of intersectional considerations-it will reveal how the economic, legal, and political structures of power and privilege that disadvantage people with disabilities cannot be looked at on a disability-specific basis alone. Thus we will give necessary attention to the disability experience as it overlaps and connects with lived experiences of race, ethnicity, gender, gender identity, sexual orientation, socioeconomic status, and citizenship, among others. In looking particularly at the realms of employment, education, the law, and health care, we will explore the efficacy of legal and policy initiatives that are already in place, and in doing so, strongly consider the growing need for, and value of, intersectional approaches to discrimination and oppression.

**Enrollment Information:** Enrollment limited to: undergraduate students.

**Distribution Requirements:** (AWI-IL, ICE-IL), (D-AG, SBA-AG)

**Last Four Terms Offered:** Spring 2024, Spring 2023, Spring 2022, Spring 2021

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4050 - Employment Law: A critical treatment of LGBTQ, Gig Workers, Antitrust, and Worker Safety (4 Credits)**

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Fall 2021, Fall 2020, Fall 2019, Fall 2018

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4060 - Labor Relations in the Hospitality Industry (3 Credits)**

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Fall 2023, Fall 2022, Spring 2011, Spring 2010

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4066 - Technological Change at Work (3 Credits)**

Crosslisted with AMST 4066

Artificial intelligence (AI), computers, and digital technologies including robotics, machine learning, large language models (LLMs), internet-enabled platforms, and other “high-tech” drivers of automation have revolutionized the nature and organization of work in the U.S., with material implications for workers and their families, among others. This upper-level course begins with a rhetorical inquiry into whether and when the technological change engendered by digitization, information technology, and AI benefits workers. We then consider the broader impact of recent technological advances on manufacturing and fabrication, low- and semi-skilled service work, i.e., restaurant servers and bus drivers, and even on expert and professional work like that to which most of you presumably aspire. Among the central themes is the notion that technology does not unilaterally act upon workers, their employers, or society-at-large. Rather, workers, managers, customers, institutions, and policymakers shape which advances take hold and which do not, the ways that these technologies are deployed in the workplace, and the ways that society can actively mitigate the costs to technological advancement while harnessing its benefits.

**Enrollment Information:** Priority given to: ILR sophomores, juniors, and seniors.

**Distribution Requirements:** (AWI-IL, ICE-IL, SCT-IL), (SBA-AG)

**Last Four Terms Offered:** Spring 2025, Spring 2022, Spring 2021, Fall 2020

**Learning Outcomes:**

- You will be able to direct and redirect workplace technological change strategically to ensure it meets our chosen societal objectives.
- You will be able to identify potential points of conflict and change in workplace hierarchy given information about how a new technology is being used in a contemporary workplace.
- You will be able to prescribe policy responses aimed at mitigating the potentially deleterious impact of workplace technological change, and articulate the potential unintended consequences of these policies.

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4260 - ILR Global Engaged-Learning Pre-Departure (1.5 Credits)**

ILRIC 4260 prepares ILR students for ILR-managed engaged-learning global programs. This is a skills-based course that prepares student personally, culturally, professionally, and academically for their summer engagement. As part of the engaged-learning process, continuous reflection will occur throughout the semester and the summer. Students are expected to be active learners and participate throughout the semester; discussions, team-projects, and engagement with classmates, instructors, and international partners will be essential throughout the semester.

**Enrollment Information:** Enrollment limited to: students participating in the India or Zambia IL Engaged-Learning Summer Programs.

**Distribution Requirements:** (ICE-IL)

**Exploratory Studies:** (CU-CEL); (SAAREA)

**Last Four Terms Offered:** Spring 2024, Spring 2023, Spring 2022, Spring 2021

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4325 - The European Social Model (3 Credits)**

This course examines the past and future of the European Social Model. Europe has long been known for its strong labor unions and social regulation of labor markets. We will ask to what extent these traditions have been maintained or transformed in the face of market liberalization and integration within the European Union. The class is organized in three parts. In part one, we will discuss major 'national models', including Germany, the Nordic countries, and France - reviewing both the history of these models and recent changes in collective bargaining and labor market institutions. In part two, we will compare major areas of labor market policy across European countries, including pay, parental leave, gender quotas, employment protection, and working time flexibility. In part three, we will examine the process and politics of European integration in the European Union (EU), including extension into Central and Eastern European countries and migration within Europe. The class will conclude with a discussion of challenges facing the EU: support for far right parties; responses to the climate crisis; and geopolitical conflict.

**Enrollment Information:** Enrollment limited to: juniors and seniors.

**Distribution Requirements:** (ICE-IL, ICL-IL)

**Exploratory Studies:** (CU-ITL)

**Last Four Terms Offered:** Fall 2024, Spring 2023, Spring 2020, Fall 2018

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4330 - Politics of the Global North (3 Credits)**

Crosslisted with GOVT 3303

From a perspective based on comparative political economy, this course examines pressing contemporary issues such as the politics of growing inequality. We consider conflicts around markets, democracy, economic and social justice, including the efforts of actors such as governments and labor unions aimed at economic recovery, reducing inequality, 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.

**Enrollment Information:** Enrollment limited to: undergraduate students.

**Distribution Requirements:** (ICE-IL, ICL-IL)

**Exploratory Studies:** (CU-ITL); (EAAREA, EUAREA)

**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Fall 2021

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4337 - Labor and Employment in the Middle East and North Africa (3 Credits)**

Crosslisted with NES 4337

This course introduces students to the history, evolution and trajectory of state-labor relations, labor activism, and the politics of unemployment in the Middle East and North Africa (MENA). As the region with the highest concentration of non-democratic regimes in the world, the MENA provides a rich context for examining state efforts to control interest representation, and workers' struggles for freedom of association. In addition, the region features diverse political economic systems, making it ideal for examining the interaction between resource endowments and labor market dynamics. Finally, the region is ripe for the study of youth activism and the mobilization of the unemployed given that youth unemployment rates are higher in the MENA than any other world region.

**Enrollment Information:** Enrollment limited to: juniors and seniors.

**Distribution Requirements:** (AWI-IL, ICE-IL, ICL-IL), (HA-AG)

**Last Four Terms Offered:** Spring 2025, Spring 2024, Spring 2023, Fall 2021

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4344 - International Labor Law (1.5 Credits)**

**Exploratory Studies:** (EAAREA)

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4347 - Race, Inequality, and Labor. A Global Perspective (3 Credits)**

This course examines popular constructions of race and how they inform labor and inequality in a variety of national contexts. Assigned course materials deal with the national history out of which contemporary understandings of race arise as well as power dynamics reflected in the maintenance and/or transformation of racial categories and how those power dynamics affect the nature of work, labor markets, and the distribution of social and economic resources. Some of the core questions addressed during this course are: How have racial categories and understandings about race changed over time? What are the common aspects of race and racial formation that cut across the selected nations? How are labor markets and occupations shaped and informed by race?

**Enrollment Information:** Enrollment limited to: juniors and seniors.

**Distribution Requirements:** (AWI-IL, ICE-IL, ICL-IL)

**Last Four Terms Offered:** Fall 2024, Fall 2020, Spring 2020

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4355 - Work and Labor in China (4 Credits)**

Crosslisted with ASIAN 4443, CAPS 4355

China's transition to capitalism has resulted in more than a generation of rapid and nearly uninterrupted growth. It increasingly dominates the production of all sorts of goods, from the very low end and labor intensive, to the high value added and capital intensive. China is aiming to dominate future product cycles, and is making major inroads in digital technology, AI, and robotics. This spectacular re-emergence as a world power has also increasingly lead to political conflict, both domestically and internationally. This course proceeds by assessing the interplay between marketization and economic transformation on the one hand, and social change and resistance as seen from the perspective of workers, on the other. While the course is specifically concerned with labor issues, we will see that the workplace is a prism that condenses and refracts much broader transformations occurring in Chinese society.

**Enrollment Information:** Enrollment limited to: juniors and seniors.

**Distribution Requirements:** (CA-AG, SBA-AG), (ICE-IL, ICL-IL)

**Exploratory Studies:** (CU-ITL); (EAAREA)

**Last Four Terms Offered:** Fall 2021, Spring 2019, Spring 2014, Spring 2013

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4360 - Global Comparative Disability Policy (3 Credits)**

How do different nations implement policies that increase the labor market participation and economic security of people with disabilities? National frameworks vary in terms of the breadth of anti-discrimination requirements, as well as the rehabilitation and social services available to enhance labor market outcomes. Even with landmark human rights efforts like the U.N. Convention on the Rights of Persons with Disabilities (2008), many countries do not have robust frameworks for promoting substantive disability equality. One study found that among U.N. Member States, 27% did not explicitly define the term disability in their laws, 30% had no legal provisions for reasonable accommodations, and 51% had no specific legal protections for employment discrimination on health grounds. Disability policy considerations are on schedule to grow more pressing. Projections indicate that the global rate of disability will continue to rise, owing to factors such as population aging, pollution and climate displacement as potential causes of disability, and the global expansion of precarious employment and free-market deregulation. The global pandemic has also created new considerations. Many demographic changes will be more acute in low- and middle-income nations, where urbanization and population aging are occurring at more rapid rates. In this course, we will explore comparative policy approaches, legal frameworks, and cultural factors related to disability policy. We will learn to make nuanced comparative analyses of national approaches to disability policy, and to make our own, context-specific policy recommendations.

**Enrollment Information:** Open to: undergraduate students.

**Distribution Requirements:** (AWI-IL, ICE-IL, ICL-IL)

**Exploratory Studies:** (CU-ITL); (EAAREA)

**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Fall 2021  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4367 - Migration and Mobility: Theories and Lived Realities (3 Credits)**

This course will provide the student with an understanding of both classic and contemporary research and perspectives on migration and mobility, with special attention to how both inform labor market outcomes. Major topics of concern are how migration intersects with issues of law, race and ethnicity, gender and sexuality, education, employment discrimination, health, and social networks. Although course content will primarily focus on issues of migration impacting the United States, we will also consider contemporary migration issues of importance in other areas of the world.

**Enrollment Information:** Enrollment limited to: juniors and seniors.

**Distribution Requirements:** (AWI-IL, ICE-IL, ICL-IL)

**Last Four Terms Offered:** Fall 2024, Fall 2022, Spring 2021  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4390 - People Power: Resistance, Protest and Revolution (3 Credits)**

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Spring 2021

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4533 - The Lower East Side: Jews and the Immigrant City (3 Credits)**

Crosslisted with JWST 4533, AMST 4533, ANTHR 4733

American Jews have frequently been touted as a model minority. This course will take a more critical look at the historical interactions between Jewish immigration, United States industrialization, and processes of social and geographical mobility—all through the prism of New York's Lower East Side, first home for over 750,000 Jewish immigrants from Central and Eastern Europe, the Ottoman Empire and elsewhere between the mid-19th century and the 1920s. We will compare the Jewish experience to that of other immigrants/migrants by considering social institutions as well as material and other cultural practices. We will examine interactions with the built environment—most especially the tenement-in Lower East Side culture. Special attention will be paid to immigrant labor movement politics including strikes, splits, and gender in the garment trade. From the perspective of the present, the course will examine how commemoration, heritage tourism and the selling of [immigrant] history intersect with gentrifying real estate in an iconic New York City neighborhood. Projects using the ILR's archives on the Triangle Fire and other topics are explicitly encouraged. This course counts as an out of college elective for B. Arch and M. Arch students.

**Distribution Requirements:** (ALC-AS, HST-AS), (CA-AG, HA-AG, LA-AG), (ICE-IL, LH-IL)

**Exploratory Studies:** (CU-ITL)

**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Spring 2020  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4556 - Gender, Race, and Law in Global Political Economy (3 Credits)**

Crosslisted with LAW 4556, HIST 4556

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Spring 2025

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4580 - The Science of Social Behavior (3 Credits)**

Crosslisted with HD 4580, SOC 4580, PSYCH 4580

This is a capstone seminar for seniors who are interested in graduate or professional study in scientific disciplines that focus on human behavior and social interaction. The intent is to provide seniors with an opportunity to summon, integrate, and apply insights that they have acquired over the course of their undergraduate education, and give prospective graduate students the opportunity to lead discussions in a large introductory lecture course, Six Pretty Good Books. Each seminar member is part of a two or three-person team that leads the discussion together, under the supervision of a graduate teaching assistant. Seminar meetings are devoted to building lesson plans for leading an effective discussion of each of the six books. The authors vary from year to year but include Malcolm Gladwell, Michelle Alexander, Nate Silver, and Nicholas Christakis. All authors have agreed to participate in a Q&A session with the students which seminar members are required to attend.

**Enrollment Information:** Enrollment limited to: seniors.

**Distribution Requirements:** (ICE-IL), (SBA-HE)

**Last Four Terms Offered:** Fall 2024, Fall 2023, Spring 2023, Spring 2021  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4810 - Labor Relations in the Hospitality Industry (3 Credits)**

Crosslisted with HADM 4810

Schedule of Classes (<https://classes.cornell.edu/>)



**ILRGL 4820 - Ethics at Work (1.5 Credits)**

Examines major theories of ethics, then applies them to issues in the employment relationship such as genetic screening of job applicants, random drug testing of employees, affirmative action, discipline for off-duty conduct, whistle-blowing, worker safety and cost/benefit analysis, comparable worth, strikes by employees providing crucial services, and crossing a picket line.

**Enrollment Information:** Enrollment limited to: juniors or seniors or others by permission of instructor.

**Distribution Requirements:** (AWI-IL, ICE-IL)

**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2021, Spring 2021  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4842 - Employment Discrimination and the Law (3 Credits)**

This course explores the role of law in prohibiting employment discrimination based on characteristics that include race, sex, gender, national origin, religion, age, and disability. This study will analyze the development of employment discrimination law toward greater inclusion, for example, expanding protection to include a socially-defined concept of gender rather than a biologically defined concept of sex. The course will also analyze the gaps that remain in providing broad and effective protection against discrimination in the workplace and the difficulties individuals and groups face in bringing legal claims.

**Prerequisites:** ILRGL 2010.

**Enrollment Information:** Enrollment limited to: juniors and seniors.

**Distribution Requirements:** (AWI-IL, ICE-IL)

**Last Four Terms Offered:** Spring 2025, Fall 2023, Fall 2022, Fall 2020  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4860 - US Public Sector: Shifting Power and Shrinking of Rights (3 Credits)**

Both public education and policing and their unions are being challenged by powerful forces. Although these unions are depicted as quite dominant, this course asks whether their prominence (or weaknesses) arise from collective bargaining and lobbying or from political developments they do not seem to control. We will examine the strengths and weaknesses of collective bargaining and politics as teachers and police unions seek to maintain their power bases. Histories of both union movements will be analyzed, and the inextricable link between these unions' growth and American politics since the close of World War 2 will be deconstructed. The recent attacks on these public sector professions force us to reconsider whether collective bargaining truly insulates these unions and their members from the challenges posed.

**Distribution Requirements:** (ICE-IL)

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4863 - Public Policy and the Workplace (3 Credits)**

This course will expose students to a range of readings, speakers, and ideas aimed at understanding the complex interplay of the Congress, White House, regulatory agencies, interest groups, including grass roots organizations, and the impact of a sharply divided Congress and the looming Presidential and Congressional 2024 elections in shaping labor rights, workplace protections, and broader social policies. Through exchanges with speakers, independent research, and assigned readings, students will shape their own understanding of the different branches of government and those organizations seeking to influence policy on behalf of their constituents. Special attention will be given to state legislative actions on redistricting, abortion, and voting rights as a backdrop to the 2024 Campaigns.

**Enrollment Information:** Enrollment limited to: students participating in an ILR-approved Credit Internship.

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Spring 2025, Fall 2024  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4865 - Thwarting the Dream of Brown v. Board of Education (1.5 Credits)**

This course will review first the 19th and early 20th century US Supreme Court cases to understand how the Government created segregation in America. The first 80 years saw a number of twists and turns, including Brown in 1954. However, the institutional forces and structured momentum created by America's zoning, housing, banking, lending laws and other governmental policies continued to push America into an actual physical segregated landscape that our schools then and now reflect. These developments were certified by a series of US Supreme Courts and state governmental taxation and legal policies that assisted in creating the current state of educational affairs in the US.

**Enrollment Information:** Open to: undergraduate students.

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Fall 2021  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4870 - Introduction to Labor Research (3 Credits)**

Provides students interested in the labor field with the skills necessary to understand and use social science research as it relates to the labor movement. The course's four major goals are to (1) develop the skills to critically evaluate a wide variety of research relating to unions and the workplace; (2) introduce a number of quantitative and qualitative research techniques used by unions and those who study the labor movement; (3) familiarize students with the broad range of library and computer resources that can be used for labor and corporate research; and (4) provide students with an opportunity to design and conduct a research project for a national or local union.

**Enrollment Information:** Open to: undergraduate students.

**Distribution Requirements:** (AWI-IL, ICE-IL)

**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2020, Fall 2018  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4880 - The Mind of The Founders (3 Credits)**

The moral and intellectual origins of the American constitution.

**Enrollment Information:** Enrollment limited to: juniors or seniors or others by permission of instructor.

**Distribution Requirements:** (AWI-IL, ICE-IL)

**Last Four Terms Offered:** Spring 2025, Spring 2024, Spring 2022, Fall 2020  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4885 - In The Shadow of the Tower: Building A Dynamic Local Union At Cornell (1.5 Credits)**

Against great odds, 1,000 low-paid custodians, cooks, bus drivers, animal attendants, and groundskeepers succeeded in organizing a local union at Cornell. This course examines the experience of building a dynamic local union by using the creation and development of Local 2300 UAW at Cornell University as a case study. The history is shared from the grassroots perspective of the service and maintenance staff, and rank and file leadership who organized, bargained, went on strike, and built powerful community coalitions. Students will explore and discuss the primary stages of local union development. We will examine the dilemmas and strategic choices facing worker activists as they progress from unorganized powerlessness and poverty to having collective agency and impact. Additional case studies of innovative union organizing and bargaining campaigns will be introduced for purposes of comparison with aspects of the Cornell UAW history.

**Enrollment Information:** Open to: undergraduate students.

**Distribution Requirements:** (ICE-IL)

**Exploratory Studies:** (CU-CEL)

**Last Four Terms Offered:** Fall 2024, Fall 2023

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4890 - Constitutional Aspects of Labor Law (3 Credits)**

In-depth analysis of the Supreme Court decisions that interpret the United States Constitution as it applies in the workplace. Focuses on the Bill of Rights (especially the First, Fourth, Fifth Amendments) and the Fourteenth Amendment, with issues including freedom of speech and association, equal protection, privacy, due process, and other issues in the area of political and civil rights. The course entails a high level of student participation in class discussion, and assignments include a research paper.

**Enrollment Information:** Enrollment limited to: juniors and seniors.

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Fall 2023, Fall 2019, Fall 2012, Fall 2011

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4940 - ILR Global Scholars Capstone (1.5 Credits)**

This capstone course is open to ILR Global Scholars (GS) during their last semester of their senior year. The course is designed for GS to incorporate their education and experience abroad with the concepts and theories they have gained while at the ILR School. The overarching goal of this class is to bring GS together to collectively reflect on and identify key aspects of intercultural competency related to their personal and cultural growth, academic and professional development and roles as future global citizens. The structure of the course will be group discussions, peer review, and individual reflection papers. The final capstone reflection paper will fulfill the course requirement and the Global Scholars Program final reflection requirement.

**Enrollment Information:** Enrollment limited to: students participating in the ILR Global Scholars program.

**Distribution Requirements:** (ICE-IL)

**Last Four Terms Offered:** Spring 2025, Spring 2024, Spring 2023, Spring 2022

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4950 - Honors Program (3 Credits)**

Students are eligible for the ILR senior honors program if they: (1) earn a minimum 3.700 cumulative GPA at the end of junior year; (2) propose an honors project, entailing research leading to completion of a thesis, to an ILR faculty member who agrees to act as thesis supervisor; and (3) submit an honors project, endorsed by the proposed faculty sponsor, to the Academic Standards and Integrity Committee. Accepted students embark on a two-semester sequence. The first semester consists of determining a research design, familiarization with germane scholarly literature, and preliminary data collection. The second semester involves completion of the data collection and preparation of the honors thesis. At the end of the second semester, the candidate is examined orally on the completed thesis by a committee consisting of the thesis supervisor and a second faculty member.

**Distribution Requirements:** (ICE-IL)

**Exploratory Studies:** (CU-UG)

**Last Four Terms Offered:** Spring 2025, Fall 2024, Spring 2024, Fall 2023

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4970 - Field Research, Internship (4 Credits)**

All requests for permission to register for an internship must be approved by the faculty member who will supervise the project and the chairman of the faculty member's academic department before submission for approval by the director of off-campus credit programs. Upon approval of the internship, each student will be enrolled in ILRLR 4970, for 4 letter-graded credits for individual research, and for ILRGL 4980, for 8 S/U credits, for completion of a professionally-appropriate learning experience, which is graded by the faculty sponsor.

**Distribution Requirements:** (ICE-IL)

**Exploratory Studies:** (CU-CEL, CU-UG)

**Last Four Terms Offered:** Spring 2025, Fall 2024, Spring 2024, Fall 2023

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4980 - Internship (8 Credits)**

All requests for permission to register for an internship must be approved by the faculty member who will supervise the project and the chairman of the faculty member's academic department before submission for approval by the director of off-campus credit programs. Upon approval of the internship, each student will be enrolled in ILRGL 4970, for 4 letter-graded credits for individual research, and in ILRLR 4980, for 8 S/U credits, for completion of a professionally-appropriate learning experience, which is graded by the faculty sponsor.

**Distribution Requirements:** (ICE-IL)

**Exploratory Studies:** (CU-CEL, CU-UG)

**Last Four Terms Offered:** Spring 2025, Fall 2024, Spring 2024, Fall 2023

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 4990 - Directed Studies (1-4 Credits)**

For individual or group research projects conducted under the direction of a member of the ILR faculty, in a special area not covered by regular course offerings. Sophomores, juniors, and seniors with a preceding semester GPA average of 3.0 are eligible to submit projects for approval by the Academic Standards and Integrity Committee. Students should consult with an advisor in the Office of Student Services at the time of course enrollment to arrange for formal submission of their directed study.

**Distribution Requirements:** (ICE-IL)

**Exploratory Studies:** (CU-UG)

**Last Four Terms Offered:** Spring 2025, Fall 2024, Spring 2024, Fall 2023

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5000 - Labor Relations (3 Credits)**

A comprehensive introduction to the labor relations systems of the United States and other countries. Covers the determinants of bargaining power, the process of labor agreement negotiation and administration, and assessment of the effects that collective representation exerts on economic and social outcomes. Special consideration is given to the increasing importance of new technology and international factors including global supply chains.

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Fall 2021

**Learning Outcomes:**

- Understand the influence of economic, social, and political pressures on labor and employment relations.
- Evaluate the efficacy of current labor laws.
- Experience the analytical, emotional, and cognitive aspects of bargaining a collective agreement.
- Understand the dynamics of negotiations and conflict resolution.
- Assess evidence regarding the impact of collective bargaining on workplace and societal outcomes.
- Debate effectively the role and effects of unions in the public and private sectors.

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5010 - Labor and Employment Law (3 Credits)**

Survey and analysis of the law governing labor relations and employee rights in the workplace. The first half of the course is devoted to labor law and labor-management relations. It examines the legal framework for workers' trade union organizing efforts, collective bargaining, and strikes and lockouts. The second half of the course turns to employment law outside the collective bargaining context. It covers such topics as occupational health and safety, workers' compensation, employment discrimination, at-will versus just cause rules for dismissing employees, non-competition and mandatory arbitration agreements, and other aspects of the individual employer-employee relationship. Also serves as an introduction to judicial and administrative systems.

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Spring 2025, Spring 2024, Spring 2023, Spring 2022

**Learning Outcomes:**

- This course aims to familiarize students with the underlying themes of labor and employment law, provide students with some of the skills of analytical thinking, and to improve students' communication of ideas in speech and in writing.

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5030 - Research Methods for Labor Policy (3 Credits)**

This course is designed to provide an in-depth understanding of the concepts, tools, methodologies, and resources pivotal to the strategic and effective utilization of qualitative and quantitative data. The course structure is organized around a series of modules, each focusing on distinct analytical methodologies and their potential applications to modern challenges in labor relations. These modules include qualitative, quantitative, and AI-based (e.g., machine learning) research methods. The course's pedagogical approach encourages the practical application of course concepts through hands-on exercises and assignments, enabling students to integrate and contextualize the course content within actual research questions.

**Enrollment Information:** Enrollment limited to: ILR graduate students.

**Last Four Terms Offered:** Fall 2024, Spring 2024

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5300 - Human Resources and Outsourcing in the Networked Firm (4 Credits)**

This course examines outsourcing decisions from a human resources perspective, and the human resource implications of managing workers in increasingly networked organizations. Outsourcing, offshoring, spin-offs, and the use of temporary staffing agencies all create challenges for human resource management. Firms face issues of retaining employee knowledge and skills, coordinating HR policies across multiple subcontractors, and motivating workers on different employment contracts - who in some cases work together within a workplace or virtually. In addition, organizations face increasingly complex decisions concerning the mix of sourcing strategies to use for their own HR functions and processes. The quality and content of these decisions have implications for performance outcomes, as well as for job quality and employee careers. We will analyze these challenges and evaluate strategies to address them from a comparative and international perspective, using industry- and firm-based case studies from North America, Europe, and Asia. The course will end with a discussion of current and future trends, including crowdsourcing, managing the human cloud, and the sharing economy. Some sample company case studies include Boeing, P&G, Toyota, and IKEA.

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Spring 2023, Spring 2021, Spring 2020, Spring 2019

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5310 - Labor Solidarity and Union Campaigns (3 Credits)**

In this class, we will compare case studies of labor union and other worker-led campaigns based on old and new forms of solidarity, both within countries and transnationally. Each week, we will discuss a different case study through presentations by labor and community organizers and researchers. Students will produce a website with case descriptions, interview transcripts, and other resources. Past case studies include the Volkswagen and Bank Workers campaigns in the US, international organizing at RyanAir and Amazon in Europe, migrant worker organizing at the Shelter for Foreign workers initiative in South Korea, and collective action by app-based workers in Argentina.

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Spring 2024, Spring 2021, Spring 2019

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5315 - Graduate Seminar - Writing a Research Proposal (1.5 Credits)**

This course is for MS and PhD students, intended to guide students through the process of developing research proposals during the first year of graduate study. Classes meet for 75 minutes every week during the semester. Readings, course work, and class discussions will be organized around formulating and refining research questions and hypotheses, building literature reviews, and designing appropriate research methods. Students will submit a complete research proposal at the conclusion of the course.

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Spring 2025

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5325 - Food and Work (3 Credits)**

**Enrollment Information:** Enrollment limited to: MS and PhD students.

**Last Four Terms Offered:** Fall 2023, Spring 2022

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5365 - Labor and Social Movements in Latin America (3 Credits)**

Workers, often in alliance with other marginalized groups, have played a major role in shaping modern Latin American politics. This course examines labor-based forms of political representation in Latin America and provides an overview of major historic and contemporary movements across the region, including those that seek to represent and empower traditionally excluded sectors, such as urban and rural workers, informal workers, women, as well as indigenous groups. In this course, students will analyze the conditions that facilitate or inhibit collective mobilization, the connections between various movements and political parties, especially those on the left, and their relationship with the state.

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Spring 2025

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5375 - Labor Practices in Global Supply Chains: Multi-Stakeholder Perspectives (3 Credits)**

This course focuses on the evolution, current trajectories, and methods to improve labor practices in global supply chains. We will examine the key issue of why, after 25 years of corporate efforts and intensive consumer activism, there have not been sustainable improvements in labor practices in the global supply chains in the apparel industry. Taking both a Corporate Social Responsibility, and Global Value Chains perspective, we will examine a range of problems and issues that inhibit sustainability, and explore new innovative developments that show promise. Several stakeholders from corporations, NGOS, monitoring firms, and/or suppliers will engage with the class, either in person or through videoconferencing. The course will end with an evaluation of approaches that are both innovative and promising. Students will be expected to write position papers on current developments, which will be circulated to multiple stakeholders so that the output from the course is relevant. The course also offers opportunities for students to engage more deeply in research projects that are currently underway.

**Enrollment Information:** Enrollment limited to: graduate students.

**Exploratory Studies:** (CU-SBY); (SAAREA)

**Last Four Terms Offered:** Spring 2025, Fall 2023, Fall 2022, Spring 2021

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5380 - The Asian Century: The Rise of China and India (3 Credits)**

Crosslisted with ASIAN 6680, GOVT 6384

The course will be thoroughly comparative in order to highlight both the specificity of each country as well as more generalizable dynamics of 21st century development. It will be divided into a number of inter-related modules. After a framing lecture, we will briefly cover the two countries' distinct experiences with colonialism and centralized planning. Then we will move on to dynamics of growth, which will seek to explain the relative success of China in the era of market reforms. In analyzing political consequences, we will assess how new forms of cooperation and conflict have emerged. This will involve attention to both internal dynamics as well as how rapid development has seen an increasing accumulation of political power in the East. It goes without saying that accelerating growth has led to huge social change, resulting in profound reorganizations of Chinese and Indian society. Finally, the course will conclude by returning to our original question-is this indeed The Asian Century? What does the rise of China and India mean for the rest of the world, and how are these two giant nations likely to develop in the future?

**Enrollment Information:** Enrollment limited to: graduate students.

**Exploratory Studies:** (SAAREA)

**Last Four Terms Offered:** Fall 2023, Fall 2022, Spring 2020, Fall 2017

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5385 - The US-China Relationship: A Labor Perspective (4 Credits)**

The US-China relationship has emerged as one of the definitive economic and political vectors of the 21st century. There is little question that the US and China will remain the two most powerful polities for decades to come, and in recent years their respective governments have become increasingly hostile. While this imperial rivalry is very real and poses grave threats to humanity, this course aims to transcend methodological nationalism by approaching the US-China relationship from the perspective of workers. In doing so we will interrogate the complex and deeply interwoven set of political, economic, and social linkages between these two capitalist behemoths.

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Spring 2022

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5500 - Global Competitive Strategies (4 Credits)**

**Last Four Terms Offered:** Spring 2025, Spring 2024, Spring 2023, Spring 2022

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5515 - Employment Relations in Ireland (4 Credits)**

**Last Four Terms Offered:** Spring 2025, Spring 2024, Spring 2023, Spring 2022

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5525 - International Human Resource Management (4 Credits)**

**Last Four Terms Offered:** Spring 2025, Spring 2024, Spring 2023, Spring 2022

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5530 - Reward Management (4 Credits)**

**Last Four Terms Offered:** Spring 2025, Spring 2024, Spring 2023, Spring 2022

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5535 - Project and Organizational Dynamics (3 Credits)**

**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Fall 2021

Schedule of Classes (<https://classes.cornell.edu/>)



**ILRGL 5555 - Leadership Development Skills (4 Credits)**

**Last Four Terms Offered:** Spring 2025, Fall 2024, Spring 2024, Fall 2023  
 Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5565 - Project Management (3 Credits)**

**Last Four Terms Offered:** Spring 2025, Fall 2024, Spring 2024, Fall 2023  
 Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5580 - Mindfulness & Resilience at Wo (4 Credits)**

**Last Four Terms Offered:** Spring 2025, Spring 2024, Spring 2023, Spring 2022  
 Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5585 - Work and Employment in the Global Economy (4 Credits)**

**Last Four Terms Offered:** Spring 2025, Spring 2024, Spring 2023, Spring 2022  
 Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5815 - The Welfare State and Its Contradictions for Workers (3 Credits)**

Is the welfare state a protector from capitalism or an accomplice to capitalism? Social safety nets and capitalist markets have a complicated relationship for workers. Healthcare, retirement pensions, unemployment insurance – these provisions protect workers from the risks of getting sick, old, and fired. These same provisions are also tremendous sources of capital, invested into the very employers and asset-managers who pose risks to workers. This contradiction is not an "American thing," but extends to social democracies like the Netherlands who steward one of the largest national capital-funded pensions. This course uncovers these complexities of the welfare state, with special theoretical and empirical attention to labor. Geographically it will focus on the United States, with frequent international comparisons to examine the commonalities and differences of welfare states. And lastly, it will be equal parts sociology and history, illuminating the origins, transformations, and inequalities of the welfare state in the United States.

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Fall 2024

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5855 - Generative AI and the Future of Work (1.5 Credits)**

This course examines the fundamentals of generative artificial intelligence and its potential impact on the future of work. It begins with an overview of how neural networks function, comparing them to earlier technological transformations. The course then looks at how generative AI may influence work, including changes to jobs, worker voice, and power dynamics. Broader societal issues, such as ethics, economic inequality, and governance, are also explored.

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5870 - Where is the Power in the Union? Survey of Social Movement and Union Power Theories (3 Credits)**

This course offers a survey of social movement and union power theories to explore why and how unions win. The course is built around four dominant theories from sociology and ILR: resource mobilization, the political process model, the power resource approach, and strategic capacity. Movements covered in this exploration will include: the civil rights movement, the women's movement, the United Farm Workers, the United Auto Workers, Justice for Janitors, and gig worker organizing, among others. In exploring the wide range of theories from sociology, political science, and labor relations in understanding social and labor movements this course seeks to historicize the current resurgence of union organizing through a comparison of a broad range of movement traditions.

**Enrollment Information:** Enrollment limited to: graduate students.

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 5895 - From Luddites to Silicon Valley: The Politics of Tech and Work (3 Credits)**

Crosslisted with SOC 6890

This course is a survey of theories and politics of the labor process exploring how employers organize work, how workers respond to these efforts, and how this shapes industrial labor relations. Since the dawn of the industrial revolution scholars from Marx to Taylor considered how the design of the labor process impacted not only profit but workers' subjective experience of their work and their resistance. The last two decades have again seen significant changes and upheaval in the nature of work-gigification, digital surveillance, and the disruptive specter of generative AI-raising the importance of these questions yet again. Exploring the politics of how work is organized this course seeks to interrogate the historical context of these contemporary debates.

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 6012 - Managing and Resolving Conflict (3 Credits)**

Crosslisted with LAW 6024

**Last Four Terms Offered:** Spring 2024, Fall 2023, Fall 2022, Spring 2022

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 6015 - Employment Law: A critical treatment of LGBTQ, Gig Workers, Antitrust, and Worker Safety (4 Credits)**

**Last Four Terms Offered:** Fall 2021, Fall 2020, Fall 2019, Fall 2018

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 6019 - Dispute Resolution Practicum (1.5-3 Credits)**

**Last Four Terms Offered:** Spring 2022, Fall 2021, Spring 2021, Spring 2020

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 6022 - Arbitration in the Workplace: Theory and Practice (3 Credits)**

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 and oral presentations, the conduct of mock arbitration hearing, and the preparation of arbitration opinions and post-hearing briefs.

**Prerequisites:** ILRGL 5000 and ILRGL 5010.

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Fall 2024, Fall 2018, Spring 2016, Fall 2014

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 6027 - Campus Mediation Practicum (4 Credits)**

Crosslisted with LAW 6027

This course is offered to students interested in acquiring the knowledge, skills and techniques necessary to mediate community and campus disputes. In the first segment of the course, students will be introduced to the guiding principles of mediation and restorative conferencing. A review of the theories of conflict, models of mediation, and the benefits and challenges of each. The role of identity, culture, ethics and impasse in mediation will all be examined and incorporated into simulations and case studies. In the second segment, students will be assigned to observe, mediate, and facilitate cases referred to the Scheinman Institute from Cornell's Office of Student Conduct and Community Standards (OSCCS), the Tompkins County Community Dispute Resolution Center, the Ithaca City Small Claims Court, and the Montana Mediation program.

**Enrollment Information:** Enrollment limited to: ILRGL 6027: graduate students and LAW 6027: law students.

**Distribution Requirements:** (ICE-IL)

**Exploratory Studies:** (CU-CEL)

**Last Four Terms Offered:** Spring 2025, Fall 2024, Spring 2024, Fall 2023

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 6028 - Mediating Organizational Conflicts (2-4 Credits)****Enrollment Information:** Enrollment limited to: ILR graduate students.**Last Four Terms Offered:** Spring 2024, Spring 2021, Spring 2020, Fall 2018Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 6029 - Campus Mediation Practicum II: Advanced Issues in Restorative Justice (4 Credits)**

Crosslisted with LAW 6029

This course is offered to students interested in furthering their knowledge of mediation, restorative practices, and alternative dispute resolution (ADR) processes and systems, and has a required prerequisite of The Campus Mediation Practicum I. Students will build on the Campus Mediation Practicum I, which sets the stage for the role mediation and restorative justice can effectively play in facilitating ADR processes in multiple settings. Students will be assigned to mentor CMP I student mediators as well as mediate complex cases referred to the Scheinman Institute from the Office of Student Conduct and Community Standards (OSCCS), the Tompkins County Community Dispute Resolution Center, the Ithaca City Small Claims Court, and the Montana Mediation program. Students will also have the opportunity to engage with experienced mediators.

**Prerequisites:** ILRGL 6027 or LAW 6027.**Enrollment Information:** Enrollment limited to: graduate students for ILRGL 6029 and law students for LAW 6029.**Distribution Requirements:** (ICE-IL)**Exploratory Studies:** (CU-CEL)**Last Four Terms Offered:** Spring 2025, Spring 2024, Fall 2023, Spring 2023**Learning Outcomes:**

- Students will build on the knowledge gained in Campus Mediation Practicum I which sets the stage for the role restorative justice can effectively play in resolving conflict in multiple settings and environments.
- Students will be assigned to mentor CMP I student mediators as well as mediate complex cases referred to the Scheinman Institute from the Office of the Judicial Administrator and referrals from other Cornell University offices.
- Students will conduct research and write a paper exploring the global use of restorative justice programs in a wide variety of contexts.

Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 6033 - Disability Law (3 Credits)**

This course reviews U.S. law related to people with disabilities. Students in this course will learn about the nuances of disability law, including civil rights efforts to increase access to employment, public accommodations, education, and equal political and social participation. The course will review landmark case law from the U.S. Supreme Court and lower courts, and will review key pieces of legislation like the Americans with Disabilities Act (ADA), Rehabilitation Act, Genetic Information Nondiscrimination Act (GINA), and Individuals with Disabilities Education Act (IDEA). Key topics will include nondiscrimination in the workplace, access to the political process, and access to justice and due process for people with disabilities. Because this is a law course, students will also learn how to read judicial opinions, interpret precedent, develop and structure legal memoranda, and engage in effective/convincing legal writing and analysis.

**Enrollment Information:** Enrollment limited to: graduate students.**Last Four Terms Offered:** Spring 2025, Spring 2024, Spring 2023Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 6045 - Special Topics in Labor Law (1-4 Credits)****Last Four Terms Offered:** Fall 2023, Spring 2021, Spring 2020, Spring 2019Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 6066 - Technological Change at Work (3 Credits)**

Crosslisted with PUBPOL 5411

Artificial intelligence (AI), computers, and digital technologies including robotics, machine learning, large language models (LLMs), internet-enabled platforms, and other “high-tech” drivers of automation have revolutionized the nature and organization of work in the U.S., with material implications for workers and their families, among others. This upper-level course begins with a rhetorical inquiry into whether and when the technological change engendered by digitization, information technology, and AI benefits workers. We then consider the broader impact of recent technological advances on manufacturing and fabrication, low- and semi-skilled service work, i.e., restaurant servers and bus drivers, and even on expert and professional work like that to which most of you presumably aspire. Among the central themes is the notion that technology does not unilaterally act upon workers, their employers, or society-at-large. Rather, workers, managers, customers, institutions, and policymakers shape which advances take hold and which do not, the ways that these technologies are deployed in the workplace, and the ways that society can actively mitigate the costs to technological advancement while harnessing its benefits.

**Enrollment Information:** Enrollment limited to: graduate students.**Distribution Requirements:** (ICE-IL)**Last Four Terms Offered:** Spring 2025, Spring 2022, Spring 2021, Fall 2020**Learning Outcomes:**

- You will be able to direct and redirect workplace technological change strategically to ensure it meets our chosen societal objectives.
- You will be able to identify potential points of conflict and change in workplace hierarchy given information about how a new technology is being used in a contemporary workplace.
- You will be able to prescribe policy responses aimed at mitigating the potentially deleterious impact of workplace technological change, and articulate the potential unintended consequences of these policies.

Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 6189 - Current Issues in Collective Bargaining (1 Credit)**

Crosslisted with LAW 7189

This advanced level mini-course examines several key issues in today's collective bargaining between US private sector employers and unions. Through extensive pre-class readings and podcasts, and during four 3 hour classes, we will trace key developments that have set the table for today's bargaining environment, eg., the deindustrialization of the American economy, the decline of union workforce density, and the rise of defensive collective bargaining; examine resultant wage stagnation and troubled health care and defined benefit pension plans; investigate the effects and intersection of employment law and legislation on collective bargaining and dispute resolution; and consider the emerging arena of unionization in higher education.

**Last Four Terms Offered:** Spring 2024, Fall 2022, Spring 2022, Fall 2021Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 6300 - Advocacy and Debate (4 Credits)**

Students learn the principles of argumentation and debate. Topics emphasize Internet database research, synthesis of collected data, policy analysis, evidentiary quality, refutation of counter claims, identification of logical fallacies, risk evaluation, framing of issues, and coherent storytelling. Prepares students to work with a great range of opinion and evidence. Emphasizes different viewpoints, including those of different cultures. Assumptions are interrogated.

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Spring 2025, Fall 2024, Spring 2024, Fall 2023  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 6325 - The European Social Model (3 Credits)**

This course examines the past and future of the European Social Model. Europe has long been known for its strong labor unions and social regulation of labor markets. We will ask to what extent these traditions have been maintained or transformed in the face of market liberalization and integration within the European Union. The class is organized in three parts. In part one, we will discuss major 'national models', including Germany, the Nordic countries, and France - reviewing both the history of these models and recent changes in collective bargaining and labor market institutions. In part two, we will compare major areas of labor market policy across European countries, including pay, parental leave, gender quotas, employment protection, and working time flexibility. In part three, we will examine the process and politics of European integration in the European Union (EU), including extension into Central and Eastern European countries and migration within Europe. The class will conclude with a discussion of challenges facing the EU: support for far right parties; responses to the climate crisis; and geopolitical conflict.

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Fall 2024, Spring 2023, Spring 2020, Fall 2018  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 6337 - Labor and Employment in the Middle East and North Africa (3 Credits)**

Crosslisted with NES 6337

This course introduces students to the history, evolution and trajectory of state-labor relations, labor activism, and the politics of unemployment in the Middle East and North Africa (MENA). As the region with the highest concentration of non-democratic regimes in the world, the MENA provides a rich context for examining state efforts to control interest representation, and workers' struggles for freedom of association. In addition, the region features diverse political economic systems, making it ideal for examining the interaction between resource endowments and labor market dynamics. Finally, the region is ripe for the study of youth activism and the mobilization of the unemployed given that youth unemployment rates are higher in the MENA than any other world region.

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Spring 2025, Spring 2024, Spring 2023, Fall 2021

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 6344 - International Labor Law (1.5 Credits)**

Crosslisted with LAW 6344

**Exploratory Studies:** (EUAREA)

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 6347 - Race, Inequality, and Labor: A Global Perspective (3 Credits)**

This course examines popular constructions of race and how they inform labor and inequality in a variety of national contexts. Assigned course materials deal with the national history out of which contemporary understandings of race arise as well as power dynamics reflected in the maintenance and/or transformation of racial categories and how those power dynamics affect the nature of work, labor markets, and the distribution of social and economic resources. Some of the core questions addressed during this course are: How have racial categories and understandings about race changed over time? What are the common aspects of race and racial formation that cut across the selected nations? How are labor markets and occupations shaped and informed by race?

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Fall 2024, Fall 2020, Spring 2020  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 6367 - Migration and Mobility: Theories and Lived Realities (3 Credits)**

This course will provide the student with an understanding of both classic and contemporary research and perspectives on migration and mobility, with special attention to how both inform labor market outcomes. Major topics of concern are how migration intersects with issues of law, race and ethnicity, gender and sexuality, education, employment discrimination, health, and social networks. Although course content will primarily focus on issues of migration impacting the United States, we will also consider contemporary migration issues of importance in other areas of the world.

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Fall 2024, Fall 2022, Spring 2021  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 6554 - Historical and Theoretical Perspectives on Work Law: Race, Gender, and Capital (4 Credits)**

Crosslisted with LAW 6554, HIST 6554

**Last Four Terms Offered:** Spring 2025

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 6840 - Employment Discrimination and the Law (3 Credits)**

This course explores the role of law in prohibiting employment discrimination based on characteristics that include race, sex, gender, national origin, religion, age, and disability. This study will analyze the development of employment discrimination law toward greater inclusion, for example, expanding protection to include a socially-defined concept of gender rather than a biologically defined concept of sex. The course will also analyze the gaps that remain in providing broad and effective protection against discrimination in the workplace and the difficulties individuals and groups face in bringing legal claims.

**Prerequisites:** ILRGL 5010.

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Spring 2025, Fall 2023, Fall 2022, Fall 2020  
Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 6860 - US Public Sector: Shifting Power and Shrinking of Rights (3 Credits)**

Both public education and policing and their unions are being challenged by powerful forces. Although these unions are depicted as quite dominant, this course asks whether their prominence (or weaknesses) arise from collective bargaining and lobbying or from political developments they do not seem to control. We will examine the strengths and weaknesses of collective bargaining and politics as teachers and police unions seek to maintain their power bases. Histories of both union movements will be analyzed, and the inextricable link between these unions' growth and American politics since the close of World War 2 will be deconstructed. The recent attacks on these public sector professions force us to reconsider whether collective bargaining truly insulates these unions and their members from the challenges posed.

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 6865 - Thwarting the Dream of Brown v. Board of Education (1.5 Credits)**

This course will review first the 19th and early 20th century US Supreme Court cases to understand how the Government created segregation in America. The first 80 years saw a number of twists and turns, including Brown in 1954. However, the institutional forces and structured momentum created by America's zoning, housing, banking, lending laws and other governmental policies continued to push America into an actual physical segregated landscape that our schools then and now reflect. These developments were certified by a series of US Supreme Courts and state governmental taxation and legal policies that assisted in creating the current state of educational affairs in the US.

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Fall 2021

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 6870 - Introduction to Labor Research (3 Credits)**

Provides students interested in the labor field with the skills necessary to understand and use social science research as it relates to the labor movement. The course's four major goals are to (1) develop the skills to critically evaluate a wide variety of research relating to unions and the workplace; (2) introduce a number of quantitative and qualitative research techniques used by unions and those who study the labor movement; (3) familiarize students with the broad range of library and computer resources that can be used for labor and corporate research; and (4) provide students with an opportunity to design and conduct a research project for a national or local union.

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2020, Fall 2018

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 6885 - In The Shadow of the Tower: Building A Dynamic Local Union At Cornell (1.5 Credits)**

Against great odds, 1,000 low-paid custodians, cooks, bus drivers, animal attendants, and groundskeepers succeeded in organizing a local union at Cornell. This course examines the experience of building a dynamic local union by using the creation and development of Local 2300 UAW at Cornell University as a case study. The history is shared from the grassroots perspective of the service and maintenance staff, and rank and file leadership who organized, bargained, went on strike, and built powerful community coalitions. Students will explore and discuss the primary stages of local union development. We will examine the dilemmas and strategic choices facing worker activists as they progress from unorganized powerlessness and poverty to having collective agency and impact. Additional case studies of innovative union organizing and bargaining campaigns will be introduced for purposes of comparison with aspects of the Cornell UAW history.

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Fall 2024, Fall 2023

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 6890 - Constitutional Aspects of Labor Law (3 Credits)**

In-depth analysis of the Supreme Court decisions that interpret the United States Constitution as it applies in the workplace. Focuses on the Bill of Rights (especially the First, Fourth, Fifth Amendments) and the Fourteenth Amendment, with issues including freedom of speech and association, equal protection, privacy, due process, and other issues in the area of political and civil rights. The course entails a high level of student participation in class discussion, and assignments include a research paper.

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Fall 2023, Fall 2019, Fall 2012, Fall 2011

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 7060 - Theories of Industrial Relations Systems (3 Credits)**

This course examines the theories that inform the field of industrial relations internationally, including the institutional tradition of economics, Marxist social science, and neighboring disciplines of sociology and political science. It explores how these theories have historically shaped both the research and practical work of industrial relations scholars. Students are challenged to reflect on what a good theory is.

**Enrollment Information:** Enrollment limited to: graduate students or seniors by permission of instructor.

**Exploratory Studies:** (EUAREA)

**Last Four Terms Offered:** Fall 2024, Fall 2020, Fall 2018, Fall 2016

Schedule of Classes (<https://classes.cornell.edu/>)

**ILRGL 7070 - Seminar on Conflict and Dispute Resolution (3 Credits)**

Conflict and its management in organizations has received a great deal of scholarly attention within a number of disciplinary domains including industrial relations, law, organizational behavior, sociology and economics. Interestingly, insights from this research are rarely integrated across disciplinary boundaries. In an effort to synthesize and integrate scholarly insights and findings this course will examine the interdisciplinary research on conflict and conflict management. As such readings for the course will be drawn from a range of fields and perspectives, including industrial relations, human resources, organizational behavior, psychology and sociology, reflecting the diverse approaches taken to the study of conflict and its management in organizations.

**Enrollment Information:** Enrollment limited to: graduate students.

**Last Four Terms Offered:** Spring 2025, Spring 2021, Fall 2018, Fall 2016

Schedule of Classes (<https://classes.cornell.edu/>)



**ILRGL 7085 - Graduate Writing Seminar (4 Credits)****Last Four Terms Offered:** Spring 2023, Spring 2021, Spring 2019Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 7350 - Labor Sociology (3 Credits)**

Crosslisted with GDEV 7350, SOC 7350

**Last Four Terms Offered:** Spring 2024, Spring 2020, Fall 2016, Spring 2014Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 7380 - Anthropology of Work (3 Credits)****Enrollment Information:** Enrollment limited to: MS and PhD students.**Exploratory Studies:** (SAAREA)**Last Four Terms Offered:** Fall 2022Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 7390 - Agrarian Studies (3 Credits)****Last Four Terms Offered:** Fall 2023Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 7533 - The Lower East Side: Jews and the Immigrant City (3 Credits)**

Crosslisted with JWST 7533

American Jews have frequently been touted as a model minority. This course will take a more critical look at the historical interactions between Jewish immigration, United States industrialization, and processes of social and geographical mobility-all through the prism of New York's Lower East Side, first home for over 750,000 Jewish immigrants from Central and Eastern Europe, the Ottoman Empire and elsewhere between the mid-19th century and the 1920s. We will compare the Jewish experience to that of other immigrants/migrants by considering social institutions as well as material and other cultural practices. We will examine interactions with the built environment -most especially the tenement-in Lower East Side culture. Special attention will be paid to immigrant labor movement politics including strikes, splits, and gender in the garment trade. From the perspective of the present, the course will examine how commemoration, heritage tourism and the selling of [immigrant] history intersect with gentrifying real estate in an iconic New York City neighborhood. Projects using the ILR's archives on the Triangle Fire and other topics are explicitly encouraged. This course counts as an out of college elective for B. Arch and M. Arch students.

**Exploratory Studies:** (CU-ITL)**Last Four Terms Offered:** Fall 2024, Fall 2023, Fall 2022, Spring 2020Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 9650 - Technology in Industrial Relations (3 Credits)**

This doctoral-level course examines technology and technological change-be it the mechanization of coal mines or the recent onslaught of artificial intelligence-through the lens of work and employment research. Students will consume, critique, and produce theoretically-informed analyses of the interplay of technology and industrial relations structures and processes. While the class emphasizes a pluralist, multi-disciplinary approach, we will draw readings and inspiration from Marxist/critical perspectives as well as from the mainstream human resource management, organizational behavior, economics, and sociology literatures. In addition to developing a scholarly paper suitable for external peer review, students will draft a journal-style review of a freshly-published monograph in the intersection of technology and work and employment.

Schedule of Classes (<https://classes.cornell.edu/>)**ILRGL 9800 - Workshop in International and Comparative Labor (2 Credits)****Last Four Terms Offered:** Spring 2023, Fall 2022, Spring 2022, Fall 2021Schedule of Classes (<https://classes.cornell.edu/>)