

INDUSTRIAL AND LABOR RELATIONS INTERDEPARTMENTAL (ILRID)

ILRID 1510 - Introduction to Industrial and Labor Relations (3 Credits)

An ILR education is grounded in the social sciences. Students and faculty explore and gain an understanding of the workplace through economics, sociology, psychology, history, political science, labor relations, and law and society perspectives. Students also learn how work and workplace issues fit into the larger society and economy. As a result, they acquire knowledge and skills that help them to think critically, analyze the social and economic relationships impacting the workplace and solve problems facing work and workers.

Enrollment Information: Enrollment limited to: ILR students.

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

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

ILRID 1525 - Psychology of Work: Theories and Applications (3 Credits)

This course examines the underlying psychological processes that impact how and why we work, how we succeed in accomplishing work goals, and how we work together. Students will be exposed to foundational theories from a variety of disciplines, primarily psychology and micro-organizational behavior, which can help us to understand human behavior in work contexts and will examine how these theories can be applied to inform effective organizational policies and practices. The course offers a theoretical and practical examination of numerous topics, including personality, motivation, judgment and decision making, social influence, power, conflict and fairness, and morality at work.

Enrollment Information: Enrollment limited to: ILR students.

Last Four Terms Offered: Fall 2024

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

ILRID 1535 - Sociology of Work and Organizations (3 Credits)

This introductory course examines key processes shaping the nature of work and structure of organizations. Throughout, we foreground the distinctiveness of a sociological approach, one that understands work and broader social processes as mutually constitutive dynamics. Using this lens, we also assess the functioning of labor markets and organizations. Central topics include the emergence of wage labor, exploitation and labor control, technology and work, inequality, human and social capital, organizational culture, structure, and institutions.

Enrollment Information: Enrollment limited to: ILR students.

Last Four Terms Offered: Spring 2025

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

ILRID 1700 - Introduction to Organizations and Management (3 Credits)

ILRID 1700 will serve as a survey of organizations and management, drawing from theory and research in the field of Organizational Behavior. Organizational Behavior (OB) is the study of the effects of individual and group behavior on organizational processes and outcomes. By drawing on OB theory and research, this course will help you to analyze and better understand both individuals within organizational contexts and those organizations themselves, think critically about organization and management-specific issues, and evaluate the effectiveness of organizations across the individual, group, and organizational levels. Specific topics covered in this course include personality, motivation, groups and teams, negotiation, decision making, leadership, power, organizational culture, organizational structure, and organizational change.

Forbidden Overlaps: AEM 1200, AEM 2200, HADM 1810, ILRID 1700, NCC 5540

Enrollment Information: Enrollment limited to: non-ILR undergraduate students. Not open to: ILR students.

Last Four Terms Offered: Fall 2024, Fall 2023, Fall 2021, Fall 2020

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

ILRID 2510 - Foundations of Diversity Dynamics (3 Credits)

The purpose of this course is to introduce you to core concepts related to diversity and inclusion. We will begin with an exploration of social identities and how they relate to key psycho-social processes -such as social cognition, power and privilege, stereotyping, and status differentiation - underlying interpersonal and intergroup dynamics in settings characterized by demographic diversity. We will then turn to an analysis of remedies or interventions for addressing diversity-related challenges and unpack what is meant by equity and inclusion. A guiding assumption for this course is that in order to fully understand the implications of diversity for society, you must personally confront issues having to do with power, privilege, stereotypes, identity, and discrimination. In an effort to increase awareness and understanding, we will adopt an experiential approach whenever possible, including videos and related discussions, experiential exercises and activities, fieldwork, and written assignments.

Enrollment Information: Open to: undergraduate students.

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

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

ILRID 2610 - Intergroup Dialogue (3 Credits)

Crosslisted with EDUC 2610

Intergroup dialogue is a form of communication specifically designed for people to engage with one another across social, cultural, and power differences in a critical and meaningful way. This class prepares students to live and work in a diverse world, and educates them in making choices that advance equity. Its main objectives are to: explore our human capacity and need to connect with ourselves and others; increase understanding of personal and social identities and how they inform our lives; explore the effects of social inequity at personal, interpersonal, and structural levels (including the ways in which it disrupts human connection); develop students' skills to communicate, work, and lead effectively across difference; and strengthen individual and collective capacities to strategize for change on campus and beyond.

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

Exploratory Studies: (CU-CEL)

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

Learning Outcomes:

- Cultivate authentic and meaningful interpersonal connections across difference.
- Describe your own personal experience of multiple social identities.
- Articulate connections between individuals' experiences of social identity and societal systems of power, privilege, and oppression.
- Use dialogue practices in communicating with others.
- Meaningfully engage with a range of perspectives on issues related to societal systems of power, privilege, and oppression.
- Identify actions and opportunities for ameliorating inequities connected to social identity.

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

ILRID 2660 - Essential Desktop Applications (2 Credits)

Provides skills in the use of personal computers that run the Windows operating system. Covers fundamental technical concepts and time saving techniques for Windows, and Microsoft Excel, Access, and PowerPoint. Emphasizes hands-on experience and development of PC-based solutions and strategies by using examples that address human resource and other practical real-world issues. Students will take the industry-recognized Microsoft test to gain certification as a Microsoft Office Specialist (MOS) in Excel. The skills developed in this course are useful prerequisites for several elective courses in human resource management and essential in the 21st-century workplace. NOTE: due to the extensive coverage of Excel materials, the Access and PowerPoint material will be scheduled as optional special workshops outside standard class time. The use of a Macintosh operating system cannot be supported in this class.

Forbidden Overlaps: HADM 1740, HADM 2740.

Enrollment Information: Priority given to: ILR students.

Course Fee: Course Fee, \$35. Course fee.

Distribution Requirements: (ICE-IL)

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

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

ILRID 3000 - ILR International Exchange (15 Credits)

This course provides 15 credits to ILR students enrolled in the ILR International Exchange program.

Enrollment Information: Enrollment limited to: ILR students enrolled in the ILR International Exchange program.

Distribution Requirements: (ICE-IL)

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

ILRID 3550 - Engaged Learning in ILR (0.5-3 Credits)

Undergraduate engaged learning courses whose topic changes depending on semester and instructor. Some topics may have a field trip component added.

Distribution Requirements: (ICE-IL)

Exploratory Studies: (CU-CEL)

Last Four Terms Offered: Spring 2024

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

ILRID 4410 - Disability Considerations in HR Policy and Practice (1.5 Credits)

Individuals with disabilities continue to face obstacles to gaining and maintaining employment within the U.S. workforce, even though over 35 years have passed since the passage of the Americans with Disabilities Act of 1990 (ADA). This course provides a broad overview of the role of HR professionals in addressing this issue, by maximizing fair disability workplace policies and practices and minimizing disability discrimination across the employment process. We will discuss the importance of the business case for aligning disability with a company's strategic human capital, workforce development, and customer service imperatives. The implications for effective HR policies and practices in recruitment and hiring, career development and retention, accessibility and accommodation, compensation and benefits, and metrics and analytics will be covered. Presentations by leading HR professionals are embedded throughout.

Enrollment Information: Open to: undergraduate students.

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

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

ILRID 4431 - Fundraising, Grantmaking, and Lobbying (1.5 Credits)

Distribution Requirements: (ICE-IL)

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

ILRID 4550 - Special Topics in ILR Studies (1-3 Credits)

Distribution Requirements: (ICE-IL)

Last Four Terms Offered: Spring 2024

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

ILRID 4635 - The Fight Against Unemployment: Advocacy and Policy (1.5 Credits)

Unemployment is damaging to individuals, families, and society. Governments around the world have attempted to mitigate these harms, in some countries through generous out-of-work benefits, targeted retraining services for job seekers, and disincentives for employers to lay workers off in the first place. But why is unemployment so persistent in capitalist societies? What does it mean for an individual to be unemployed? What can the US learn from other countries to better combat unemployment and reduce its socially damaging effects? Students will work with community partners to assist the unemployed or conduct policy-relevant research.

Enrollment Information: Enrollment limited to: juniors and seniors.

Distribution Requirements: (ICE-IL)

Exploratory Studies: (CU-CEL)

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

ILRID 4645 - The Fight Against Unemployment: Engaged Learning Option (1.5 Credits)

In the Engaged Learning Option, you will work locally in the community, either with the attorneys at Legal Assistance of Western New York to assist unemployed clients, or with Dr. Ian Greer on a research project gathering and analyzing data.

Corequisites: ILRID 4635.

Enrollment Information: Permission of instructor required.

Distribution Requirements: (ICE-IL)

Exploratory Studies: (CU-CEL)

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

ILRID 4657 - Neurodiversity at Work: Innovations and Initiatives (1.5 Credits)

This course provides an overview of the workforce development initiatives in technology and technology-intensive industries to actively recruit and hire neurodiverse individuals and the implications for HR policies and practices. The course traces the opportunities and challenges encountered across the employment process in designing and implementing these initiatives, and the importance of creating a workplace culture that includes individuals with disabilities, and those who are neurodivergent. The topics covered will include: models of effective recruitment, screening, selection, orientation, and on-the-job training; preparatory supervisor and workforce training; building a supportive workplace for all; considerations in career advancement, retention, and performance management; building internal and external support systems to support success; and metrics and analytics in determining elements of program effectiveness at individual and organizational levels.

Enrollment Information: Open to: undergraduate students.

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

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

ILRID 4699 - Advanced Desktop Applications (2 Credits)

This course will incorporate advanced topics in Microsoft Excel and Access. The Excel portion will focus on advanced use of functions, creating form controls, macros, pivot tables, and organization and analysis of large data sets to incorporate into a model. The Access portion will focus on integrated use with Excel and complex relationships and queries. The use of a Macintosh operating system cannot be supported in this class.

Prerequisites: ILRHR 2600 and at least one of the following courses: ILRID 2660, HADM 1740, or HADM 2740.

Forbidden Overlaps: AEM 2010, AEM 2011, HADM 4770, HADM 6770, ILRID 6990

Enrollment Information: Open to: undergraduate students in the fall. Priority given to: ILR students in the spring.

Distribution Requirements: (ICE-IL)

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

ILRID 4826 - Leading Dialogue Across Difference: Practicum in Intergroup Relations (4 Credits)

Crosslisted with EDUC 4826

Through theoretical and experiential learning, students in EDUC 4826 will further develop knowledge and skills gained in EDUC 2610 for leadership across social, cultural, and political differences. Through weekly seminar sessions, students gain a working knowledge of scholarly literature drawn from the fields of critical intergroup dialogue, practice theory, social identity theory, and social justice education. Students learn about the theories and empirical evidence on why and how communication and collaboration across difference work. Moreover, through unique experiential learning opportunities in the classroom, students practice communication and collaboration across difference, as well as facilitation skills fundamental to leading intergroup dialogue processes.

Prerequisites: EDUC 2610 or permission of instructor.

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

Last Four Terms Offered: Spring 2025, Fall 2024, Spring 2024, Fall 2023
Learning Outcomes:

- Communicate effectively across difference.
- Demonstrate disciplinary knowledge of literature on critical dialogue.
- Apply skills for leading individuals from different backgrounds within a multicultural society.
- Demonstrate capability to mediate conflict through dialogue for mutual understanding.
- Through critical reflection, examine how personal and group socialization connects with larger societal systems.

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

ILRID 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 ILRID 4970, for 4 letter-graded credits for individual research, and in ILRID 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-UG)

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

ILRID 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 ILRID 4970, for 4 letter-graded credits for individual research, and in ILRID 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-UG)

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

ILRID 4990 - Independent Study (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)

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

ILRID 5990 - Cross-Cultural Work Experience (1-3 Credits)

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

ILRID 6410 - Disability Considerations in HR Policy and Practice (1.5 Credits)

Individuals with disabilities continue to face obstacles to gaining and maintaining employment within the U.S. workforce, even though over 35 years have passed since the passage of the Americans with Disabilities Act of 1990 (ADA). This course provides a broad overview of the role of HR professionals in addressing this issue, by maximizing fair disability workplace policies and practices and minimizing disability discrimination across the employment process. We will discuss the importance of the business case for aligning disability with a company's strategic human capital, workforce development, and customer service imperatives. The implications for effective HR policies and practices in recruitment and hiring, career development and retention, accessibility and accommodation, compensation and benefits, and metrics and analytics will be covered. Presentations by leading HR professionals are embedded throughout.

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/>)

ILRID 6550 - Special Topics in ILR Studies (1-3 Credits)

Last Four Terms Offered: Spring 2024

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

ILRID 6635 - The Fight Against Unemployment: Advocacy and Policy (1.5 Credits)

Crosslisted with LAW 6635, PUBPOL 5848

Unemployment is damaging to individuals, families, and society. Governments around the world have attempted to mitigate these harms, in some countries through generous out-of-work benefits, targeted retraining services for job seekers, and disincentives for employers to lay workers off in the first place. But why is unemployment so persistent in capitalist societies? What does it mean for an individual to be unemployed? What can the US learn from other countries to better combat unemployment and reduce its socially damaging effects? Students will work with community partners to assist the unemployed or conduct policy-relevant research.

Enrollment Information: Enrollment limited to: graduate students.

Distribution Requirements: (ICE-IL)

Exploratory Studies: (CU-CEL)

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

ILRID 6645 - The Fight Against Unemployment: Engaged Learning Option (1.5 Credits)

Crosslisted with LAW 6645

In the engaged learning option, you will work with community partners providing legal advice or workforce development services, or gather and analyze research data supervised by Prof. Ian Greer.

Corequisites: ILRID 6635 or LAW 6635.

Enrollment Information: Permission of instructor required.

Exploratory Studies: (CU-CEL)

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

ILRID 6657 - Neurodiversity at Work: Innovations and Initiatives**Active (1.5 Credits)**

This course provides an overview of the workforce development initiatives in technology and technology-intensive industries to actively recruit and hire neurodiverse individuals and the implications for HR policies and practices. The course traces the opportunities and challenges encountered across the employment process in designing and implementing these initiatives, and the importance of creating a workplace culture that includes individuals with disabilities, and those who are neurodivergent. The topics covered will include: models of effective recruitment, screening, selection, orientation, and on-the-job training; preparatory supervisor and workforce training; building a supportive workplace for all; considerations in career advancement, retention, and performance management; building internal and external support systems to support success; and metrics and analytics in determining elements of program effectiveness at individual and organizational levels.

Enrollment Information: Enrollment limited to: graduate students.

Exploratory Studies: (CU-CEL)

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

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

ILRID 6990 - Advanced Desktop Applications (2 Credits)

This course will incorporate advanced topics in Microsoft Excel and Access. The Excel portion will focus on advanced use of functions, creating form controls, macros, pivot tables, and organization and analysis of large data sets to incorporate into a model. The Access portion will focus on integrated use with Excel and complex relationships and queries. The use of a Macintosh operating system cannot be supported in this class.

Prerequisites: ILRHR 5600.

Forbidden Overlaps: AEM 2010, AEM 2011, HADM 4770, HADM 6770, ILRID 4699

Enrollment Information: Open to: graduate students in the fall. Priority given to: ILR graduate students in the spring.

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

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

ILRID 7515 - ESCP Exchange Program (12 Credits)

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

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

ILRID 7570 - The Enterprise of Social Science Research (3 Credits)

Designed for social science MS/PhD students early in their academic career, this course provides an overview of philosophical debates about the aims and nature of social science research, processes involved in initiating research projects, and key methods of data collection and analysis. It will also introduce students to the ILR School, its various sub-fields and disciplines, and to academia, both as an institution and as a career. The aim of the course is to give students the foundational knowledge needed to undertake a graduate research degree and pursue a career as a researcher.

Enrollment Information: Enrollment limited to: graduate students.

Last Four Terms Offered: Fall 2024, Fall 2023, Fall 2021, Fall 2019

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