

# SCHOOL OF INDUSTRIAL AND LABOR RELATIONS

## Overview

The ILR School prepares graduates for leadership positions in many fields, including labor relations, business, law, government, and public service. Founded as the School of Industrial and Labor Relations, ILR has the largest undergraduate program in the country devoted entirely to the study of people, policies and processes in organizations and the workplace. Approximately 980 undergraduate and 180 graduate students benefit from the personalized, supportive learning environment that encompasses five departments grounded in the social sciences:

- Economics
- Human Resource Studies
- Global Labor and Work
- Organizational Behavior
- Statistics and Data Science

To enhance classroom study, ILR students can take advantage of international opportunities in more than 40 countries. Credit internships in a variety of fields and global locations help students gain practical experience; recent internship sites include the International Labour Organization, the White House, Major League Baseball and Walt Disney World. In addition, students benefit from Catherwood Library, which has the largest, most comprehensive collection of materials on work and employment in North America.

When ILR students graduate, they join an 13,000+ alumni network that reaches every corner of the world. Alumni work as leaders at Fortune 500 companies and in diverse fields including human resources, law, management, labor relations, unions, government and public service.

Website: [ilr.cornell.edu](https://www.ilr.cornell.edu/) (<https://www.ilr.cornell.edu/>)

## General Information

### Administration

- Alexander Colvin, Dean
- Kate Griffith, Senior Associate Dean, Academic Affairs
- Ariel Avgar, Senior Associate Dean, Outreach and Sponsored Research
- David Yantorno, Assistant Dean, Communications and Marketing
- Jennifer Dean, Assistant Dean, Alumni Affairs and Development
- Kara Lombardi, Assistant Dean, Student Experience and Wellbeing
- Marissa Porter, Director, Graduate Enrollment and Student Services
- Christopher Collins, Director, Graduate Studies
- Kevin F. Harris, Director, Office of Student Services
- Rebecca Schimenti, College Registrar
- E. Angela Herrera Canfield, Director, Undergraduate Admissions
- Anu Lyons, Director, Office of Career Services
- Michele Belot and Virginia Doellgas, Co-Editors, *Industrial and Labor Relations Review*

## The School

The ILR School looks through the lens of the social sciences to examine issues related to the domestic and international workplace. ILR creates

a school community, by offering personalized academic and career advising, unique student organizations, and an array of distinctive courses, while supporting student participation in the courses, activities, and organizations found within the Cornell University community.

The school provides instruction to undergraduates and graduate students who are preparing for a variety of careers, as well as to professionals engaged in industrial relations, human resources and workplace development activities through its Extension and Outreach divisions. The school initiates and hosts conferences and continuing education covering the full scope of industrial and labor relations.

## Undergraduate Degree

ILR undergraduates work toward the bachelor of science degree and have one major: Industrial and Labor Relations. However, students are not limited to one area of focus. The five departments that comprise ILR provide students with a unique range of courses that they use to build a program to their individual interests. As the leading and largest school of its kind, ILR provides classes that students will only find in our program, and our course offerings continuously evolve in response to anticipated changes in the workplace and the world.

## Graduate Degrees

Graduate study in industrial and labor relations provides programs on the Cornell campus, as well as blended degree program for working professionals. Students may work toward the degrees of master of industrial and labor relations, master of professional studies, executive master of human resource management, master of science, and doctor of philosophy. For further information on graduate programs, contact the ILR Graduate Programs Office (<https://www.ilr.cornell.edu/programs/graduate-degree-programs/>).

## Student Support

The ILR School offers a range of academic and professional opportunities to enhance students' learning and career prospects. Undergraduate students can take advantage of special study options such as research opportunities, graduation with honors in research, and minors in various disciplines. The school also provides accelerated pathways, including the 3+3 Pathway with Cornell Law School, the Five-Year Master of Science Degree Program and the Five-Year MBA with SC Johnson College of Business. Additionally, students can gain practical experience through the ILR Credit Internship Program, which offers semester-long placements in industries such as government, law, and corporate organizations.

For those interested in global experiences, the school offers multiple international study options, including study abroad programs, the ILR Exchange Program, and specialized initiatives like the ILR/UCD Semester in Dublin and ILR Global Service Learning Programs. The ILR Global Scholars Program further encourages students to incorporate global perspectives through coursework, language study, and international experiences. These programs provide students with unique opportunities to expand their knowledge, gain professional experience, and prepare for advanced studies or careers in the field.

## Special Academic Opportunities

### Special Study Options

To meet the academic objectives of our students, the school's faculty has established several special study options. For additional information, undergraduate students should contact an advisor in the Office of

Student Services. Advisors will explore the program with students to help them decide if it suits their interests and fits into their degree plan.

### Five-Year Master of Science Degree Program

With early planning it is possible to earn the M.S. degree in a fifth year of study. This program is by application only and designed specifically for those who wish to study in an area of specialization in the school for a master of science degree. Students considering this program should consult an advisor in the Office of Student Services and the ILR Graduate Office.

### Credit Internship Program

The ILR Credit Internship Program affords qualified ILR juniors and seniors the unique opportunity to gain significant professional experience while also receiving a full semester's credit. Approved students are eligible to undertake internships in a wide range of organizations, from trade unions and large corporations to government agencies, labor & employment law firms, and non-profits. In operation for nearly forty years, the ILR Credit Internship Program is widely recognized in the United States as the most successful of its type. The program was created by the faculty of the ILR School to afford our advanced undergraduate juniors and seniors opportunities to enhance their understanding of the field of industrial and labor relations by working for a semester (approximately 14 weeks) in one of the professional careers it encompasses. Students intern across the U.S. and around the world. For more information, please visit our website (<https://www.ilr.cornell.edu/current-students/credit-internships/>).

### Undergraduate Research

Undergraduates in ILR can pursue options to do directed research (<https://www.ilr.cornell.edu/current-students/undergraduate-student-resources/student-research/independent-and-directed-study/>) at any point during their study, although this option is most common in the junior or senior year.

### Graduation with Honors in Research

Undergraduates who have earned a minimum 3.700 GPA at the end of the junior year may propose a two-semester research project, for review by the ILR Academic Standards & Integrity Committee, culminating in the preparation of a senior honors thesis. When approved, the candidate for graduation with honors works for two semesters (for 3 credits each semester) to research, write, and then defend the thesis.

### International Study Options

#### Study Abroad

ILR students who plan to study in another country most often do so in the junior year, occasionally in the senior year. They may study in one of the programs that is sponsored by Cornell, in one sponsored by another institution and endorsed by Cornell, or in an approved externally sponsored program. Information about study abroad is available in the ILR International Programs Office, the Office of Global Learning (<https://globallearning.cornell.edu/>), or the Office of Student Services.

Students are expected to register for a full course load, the equivalent of 15 credit hours in a semester or 30 hours in a year, when they study abroad. Some courses will be the equivalent of general elective credit or distribution credit, but others may be accepted as ILR elective credit if evaluated and approved by the relevant ILR department chairs. A student may satisfy up to 9 hours of ILR elective credit in a single semester abroad and up to 15 hours in a year of foreign study.

Application for foreign study requires that the student meet the Cornell deadlines as well as those specified by the program(s) of interest.

Applications include tentative class schedules, recommendations from faculty members, essays, and transcripts. After being approved in ILR, the application is sent to the Cornell Abroad office and then to the program for which the student is applying.

### ILR Exchange Program

The ILR Exchange Program is a study abroad opportunity with a specific ILR international partner university and is only open to ILR students. ILR Exchange Programs provide a unique opportunity for ILR students to study abroad at a partner institution. Students can study abroad for a semester or during the summer through a unique summer exchange program with the University of Warwick. Our partner institutions offer courses that are similar to ILR's, which makes it possible for students to earn ILR elective credits while abroad. Exchange programs are reciprocal with ILR students going abroad and international exchange students coming to ILR, Cornell University. Currently, the ILR School has student exchange programs in Australia, Italy, Spain, and the UK.

### ILR/UCD Semester in Dublin Program

The ILR/UCD Semester in Dublin Program (<https://www.ilr.cornell.edu/student-experience/international-opportunities/ilrucd-semester-dublin-program/>) is the educational centerpiece of a comprehensive collaboration between the ILR School at Cornell University and the Lochlann Quinn School of Business at University College Dublin. The program's purpose is to afford eligible ILR undergraduate students (juniors and seniors) opportunities to enhance their understanding of various international dimensions of the field of industrial and labor relations through courses taught by leading scholars at one of Europe's most vibrant and dynamic universities. The curriculum consists of three required courses: European Industrial Relations and Human Resource Management, Multinationals in the Global Economy, and Irish History and Culture. In addition, students will select one elective course related to the ILR field. Students will receive 9 ILR elective credits for the three ILR-related courses and six transfer credits for the Irish History and Culture course and a second elective course, for a total of 15 credits. MILR students may also participate in the Semester in Dublin Program.

### ILR Global Service Learning Programs

Students can take part in a summer global service learning program at a host institution in India, Vietnam, or Zambia. The program requirements and details can be found on the ILR School's website. (<https://www.ilr.cornell.edu/current-students/international-opportunities/#engaged-learning>)

### ILR Global Scholars Program

The ILR Global Scholars (<https://www.ilr.cornell.edu/current-students/global-scholars-program/>) program (GSP) encourages students to incorporate a global component into their education at ILR and recognizes those who do this successfully. To enter the GSP the student must have a minimum GPA of 3.600. The four components of the GSP consist of: significant international experience while at ILR; foreign language study; completing four international and comparative courses on different regions of the world; and writing a reflective learning paper under the guidance of a faculty adviser.

### Minors

Students may pursue minors in any department in any college that offers them, subject to limitations placed by the department offering the minor or by the student's major. Completed minors will appear on the student's transcript. Not all departments offer minors. Consult the appropriate section in this catalog or contact the appropriate department for information on minors offered and how to pursue a minor.

## Early Enrollment Pathways

Undergraduate students may be admitted for professional study in the Cornell Law School or the SC Johnson College of Business prior to completion of their undergraduate program. To be considered, a student must:

- Fulfill all major requirements for the School.
- Complete a minimum of 108 of their 120 academic credits toward the Bachelor of Science before the start of the senior year and have been accepted by one of the above-named professional schools. No more than 12 academic credits can be substituted from the graduate program to complete the ILR Bachelor of Science degree.
- Fulfill the University Graduation Requirements.

### Cornell Law School

The Cornell University & Cornell Law 3+3 Pathway provides an accelerated path to the Law School, where students will spend three years as an undergraduate student and three years at Cornell Law. At the time of entry, students must have completed a minimum of 108 of the 120 credits required for the bachelor's degree, have successfully completed six undergraduate semesters, and completed all major, college, and University requirements. Students considering applying to this program should consult with the pre-law advisor and college registrar staff in their college early in their sophomore year to discuss eligibility and application requirements. Interested students should apply junior year during Cornell Law's application cycle.

Once matriculated, up to 12 academic credits from the student's first semester at Cornell Law will be applied towards general elective requirements to reach the 120 credits required for the bachelor's degree. Once 120 credits have been reached, students will have met all undergraduate degree requirements and their bachelor's degree will be conferred at the next degree date.

### Samuel Curtis Johnson College of Business

5-Year Bachelors/MBA: additional information can be found directly on the SC Johnson College of Business website (<https://www.johnson.cornell.edu/programs/full-time-mba/dual-degree-programs/5-year-bachelors-mba/>).

## School of Industrial and Labor Relations Graduation Requirements

### Total Undergraduate Credit and GPA Requirements

- Students must complete a minimum of 120 credits, 105 of which must be taken for a letter grade.
  - Test credit counts towards the 105 letter-graded credits.
  - Coursework transferred in from another institution, or taken while abroad, will count towards the 105 letter-graded credits, provided the original coursework was taken for a letter grade.
  - Physical Education courses do not count towards the 120 credits for graduation
  - Supplemental courses (1000-1099-level) do not count towards the 120 credits for graduation.
- Students must maintain a cumulative GPA of 2.0 to successfully graduate.

### Undergraduate Test Credit

Students admitted to the ILR School may have up to 12 credits of Advanced College Placement (AP), International Baccalaureate (IB), or General Certificate of Education Advanced Level Examination (GCE) test

credit applied toward completion of their bachelor of science degree. Any additional AP course work can only be used for course placement purposes. CASE credit does not count towards this 12-credit limit. Students cannot receive test credit and transfer credit for the equivalent course taken at the collegiate level.

For further information on score requirements please see see Advanced Placement & Advanced Standing (<https://catalog.cornell.edu/enrollment-credit-requirements/advanced-placement-standing/>) for the complete list of test credit accepted by Cornell University. Refer to Program Requirements (<https://catalog.cornell.edu/programs/industrial-labor-relations-bs/#curriculumtext>) to better understand how test credit will fulfill specific ILR requirements.

## ILR Undergraduate Transfer Credit Limitations

Students who matriculate as first-years may apply a maximum of 15 non-Cornell credits earned toward the 120 credits required for graduation. These credits include test credit and college credits earned elsewhere.

Once matriculated, all students are limited to a total of 15 extramural credits throughout the course of their degree. Extramural credits include credits taken during the summer or winter at another institution. These limitations do not apply to approved study-abroad programs. Total transfer credit cannot exceed 60 credits, including test credit and credit from approved study abroad programs.

Refer to the University Transfer Credit Policy ([https://registrar.cornell.edu/credit\\_evaluation/](https://registrar.cornell.edu/credit_evaluation/)) for more information on transfer credit.

## Programs Undergraduate Degree

Administered by the School of Industrial and Labor Relations:

- Industrial and Labor Relations (BS)

## Graduate Degrees

Administered by the Graduate School:

- Industrial and Labor Relations (MILR) (<https://catalog.cornell.edu/programs/industrial-labor-relations-milr/>)
- Industrial and Labor Relations (MPS) (<https://catalog.cornell.edu/programs/industrial-labor-relations-mps/>)
- Human Resources (MPS) (<https://catalog.cornell.edu/programs/executive-master-hr-management-mps-hr/>)
- Management and Industrial & Labor Relations (MBA/MILR) (<https://catalog.cornell.edu/programs/milr-mba/>) - Dual Degree Program
- Industrial and Labor Relations (MS) (<https://catalog.cornell.edu/programs/industrial-labor-relations-ms/>)
- Industrial and Labor Relations (PhD) (<https://catalog.cornell.edu/programs/industrial-labor-relations-phd/>)

## Policies and Procedures

### Resident Instruction

This division conducts the on-campus programs leading to the degrees of bachelor of science, master of industrial and labor relations, master of professional studies, executive master of human resource management, master of science, and doctor of philosophy from Cornell.

## Study in Absentia

Registration in absentia enables a student to seek admission in another American institution for a semester or a year and transfer credit toward completion of the Cornell degree. This study option requires the development of a plan of study, a statement of appropriate reasons for study away from the university (e.g., availability of courses not offered at Cornell), good academic standing, approval of the plan by the director of student services, and payment of a special in absentia registration fee. Students in the MILR or EMHRM programs are not eligible for in absentia status.

## Undergraduate Leave of Absence/Return/Withdrawal

A leave of absence is granted for up to five years. A leave exceeding five years results in an official withdrawal from the University. Due to changing curriculum and major requirements, readmission from a leave of five years or greater requires reapplication to ILR. The form to initiate a leave of absence is online: <https://withdrawal.cornell.edu>.

### Voluntary Leave

Students wishing to take a leave are required to request a voluntary leave of absence with intent to return in a future semester. A voluntary leave may be taken for no less than one semester and no greater than five years. During the semester, a student may request to take a voluntary leave of absence through the last day of the semester. Students who are in good standing with the college at the conclusion of a semester may request to take a voluntary leave to suspend their studies prior to the start of the upcoming semester. Submitting the form serves as appropriate notification to university offices and assures the leave is reflected appropriately on the student's official transcript. Once a leave of absence granted during the semester has been approved, the effective date of the leave is backdated to the date the student submitted the form.

Students sometimes find it necessary to take a leave of absence at some point during the semester. These are characterized as "in-term" leaves and may have academic and financial impacts depending on the specific date the leave is officially requested (see the Proration Schedule for Withdrawals and Leaves of Absence). Students may wish to consult with their advisor to understand their individual situations and the implications of taking an in-term leave. The ILR Office of Student Services may place academic conditions on the return based on curriculum sequencing, time-to-degree requirements, or Academic Standards and Integrity committee academic actions that will be determined and communicated to the student by the end of the term.

### Required Leave

Refer to the Academic Standing section below for more information.

### Health Leave

Students with health concerns must pursue a Health Leave of Absence (<https://health.cornell.edu/get-care/health-leave-absence/>) through Cornell Health. The ILR Office of Student Services may place academic conditions on the return based on curriculum sequencing, time to degree requirements, or Academic Standards and Integrity committee academic actions that will be determined and communicated to the student by the end of the term.

### Return from Leave

A student requesting to return from a Voluntary Leave of Absence must request to return by emailing [ilr\\_registrar@cornell.edu](mailto:ilr_registrar@cornell.edu). Students requesting to return from required leaves must submit a general petition to [ilr\\_oss@cornell.edu](mailto:ilr_oss@cornell.edu) for review by the Academic Standards and Integrity committee.

Students who wish to return from a Health Leave of Absence should contact the Health Leaves Coordinator (<https://sds.cornell.edu/accommodations-services/health-leave-absence/returning-health-leave-absence/>) to begin the return process. Students will need to have an advising conversation for academic planning and meet any conditions placed on their leave by the School before they can return from a Health Leave.

Students are required to request to return from a leave of absence (<https://catalog.cornell.edu/enrollment-credit-requirements/leaves-withdrawals/>) by University deadlines, so that they can pre-enroll in classes prior to the start of the term. Refer to the Health Leaves webpage (<https://sds.cornell.edu/accommodations-services/health-leave-absence/returning-health-leave-absence/>) for Health Return recommended timeline.

### Withdrawal

Voluntary withdrawal: A student who decides to withdraw from Cornell University for personal reasons or matriculation in another institution of higher learning, with no intention of returning, must submit the online University Withdrawal Form (<https://withdrawal.cornell.edu/default/>). Students not requesting a leave and who fail to become registered will be withdrawn from the university.

Required Academic withdrawal: Refer to the Academic Standing section for more information.

## Class Attendance

Attendance in classes is expected. Absences are a matter between students and their instructors. If a student cannot attend classes because of illness or family crisis, the student should notify the instructor and follow up with the Office of Student Services if they need additional support. The student must arrange to make up examinations or other work with each instructor. A student who will be absent because of religious holidays or athletic competitions must discuss arrangements for making up work with his or her instructors well in advance of the absence. A student who must miss an examination must also consult with the professor in advance. Alternative arrangements are at the discretion of the instructor. Student athletes should discuss scheduled absences with their instructors at the beginning of the semester.

## Standing and Grades

### Academic Integrity

In 1987, the faculty of the School of Industrial and Labor Relations approved a revised code of academic integrity. This code, while based on the Cornell University code, varies somewhat.

Absolute integrity is expected of all Cornell students in all academic undertakings. They must in no way misrepresent their work, fraudulently or unfairly advance their academic status, or be a party to another student's failure to maintain academic integrity.

The code specifically prohibits:

- knowingly representing the work of others as one's own;
- using or obtaining unauthorized assistance in any academic work;
- fabricating data in laboratory or field work;
- giving fraudulent assistance to others;
- fabricating data in support of laboratory or field work.

Full details on the applications of those prohibitions to course work, term papers, examinations, and other situations are listed in the Code



of Academic Integrity (<https://www.ilr.cornell.edu/current-students/academic-policies/academic-integrity/>).

### Dean's List

A Dean's List is compiled for each of the four undergraduate classes each semester following receipt of final grades from the registrar. Eligibility for the Dean's List is determined by applying all of the following criteria:

- achievement of a semester average for first-year students of 3.3 or higher, for sophomores of 3.4 or higher, and for juniors and seniors of 3.6 or higher;
- a minimum course load for the semester of 12 letter-graded credits;
- completion of all courses registered for at the beginning of the semester;
- satisfaction of all good-standing requirements.

Cornell University is phasing out individual school and college Dean's Lists. The Dean's List designation will not be applicable to undergraduate students matriculating in Summer 2023 and beyond. The Dean's List will be discontinued for all students at the end of the Spring 2026 semester.

### Academic Standing for Undergraduates

Good standing requires that all of the following criteria be met at the end of each semester:

- satisfactory completion of a minimum of 12 or more academic credits per semester;
- an average of C (2.0) for the semester's work, including a minimum of 8 completed and letter-graded credits;
- no failing grades in any course, including physical education;
- a cumulative average of C (2.0) for all completed semesters.

If at the end of any semester a student fails to maintain good standing, or if overall academic performance is so marginal as to endanger the possibility of meeting school and university degree requirements, the student's record is reviewed by the Academic Standards and Integrity committee. The committee may issue a written warning to the student at that time. If a student does not improve after the written warning, the student may be placed on a required leave of absence for one or two semesters.

### Academic Standing for MILR/EMHRM Students

Good standing requires that all of the following criteria be met at the end of each semester:

- Final course grades must be C or higher
- Students must maintain a GPA of B (3.0) or higher

### Involuntary Separation from the School for Academic Reasons

An undergraduate student may be placed on a required leave of absence at the end of any semester when a student has failed:

- to establish good standing after a semester on warning;
- to maintain an average of 2.0 in any semester after a previous record of warning;
- to achieve good standing after being on warning any two previous semesters;
- two or more classes in one semester or has a semester average of 1.0 or below.

The Academic Standards and Integrity committee may decide to permit a student to remain on warning for more than one semester if there has

been significant improvement, even when their cumulative average is still below 2.0.

MILR and EMHRM students must meet their respective academic standing requirements to maintain good academic standing. Failure to meet these standards could result in involuntary separation.

### S-U Grading Policy

An undergraduate may register to receive a final grade of S (Satisfactory) or U (Unsatisfactory) in courses that offer this option—either in the school or in other divisions of the university—subject to the following conditions:

- the S-U option may be used in ILR and in out-of-college course electives only;
- students are limited to registering for no more than 8 S-U credits in any one semester;
- students registering for S-U grades must be in good standing;
- students must fulfill the graduation requirement of 105 letter-graded credits;
- a grade of "U" is to be considered the equivalent of a "F" in determining a student's academic status, but will not affect grade point average.

Satisfactory/Unsatisfactory courses will not count towards the MILR degree requirements, but will appear on an official transcript.

### Course Repetition

Undergraduate ILR students are not permitted to repeat the same course for which they have already received a passing grade.

### Auditing Courses

Undergraduate students may not audit courses. Audited courses do not count toward degree requirements for graduate students.

### Grades of Incomplete

A grade of incomplete (INC) is assigned when a course has not been completed for reasons that are acceptable to the instructor. It is understood that the work will be completed later and credit given. Instructors may grant a grade of incomplete for a limited number of clearly valid reasons, but only to students with substantial equity in a course. A firm and definite agreement on the conditions under which the work may be made up must be made with the instructor. The school's policy allows a maximum of two full semesters of residence for removal of a grade of incomplete. If it is not made up within this time, the grade automatically becomes an F unless otherwise stated by the faculty member on an Incomplete form. Students must resolve all grades of INC or NGR (no grade recorded) prior to conferral of their degree.

### 18 Credits Per Semester

Undergraduate students may not take more than 18 credits in a semester except for the following, limited situations:

- A student may enroll in 1 additional PE course to go to 19 credits.
- A student may enroll in additional credits for required pre- or post-courses for ILR-approved experiential learning opportunities.
- An ROTC student may request to take more than 18 credits in a semester to meet their graduation requirements.
- A student may request to take more than 18 credits in the final semester of their original expected graduation date, provided the student needs the credits to fulfill remaining degree requirements.

Students cannot petition to exceed 18 credits when none of these conditions are present.

## Faculty

### A

Anria, Santiago, Ph.D., U. of North Carolina-Chapel Hill. Assoc. Prof., Global Labor and Work

Avgar, Ariel, Ph.D., Cornell U. David M. Cohen '73 Professor of Labor Relations, Global Labor and Work

### B

Bell, Bradford, Ph.D., Michigan State U. William J. Conaty Chair in Strategic Human Resources, Human Resource Studies

Belot, Michèle, Ph.D., Tilburg U. Frances Perkins Professor of Industrial and Labor Relations, Economics

Besky, Sarah, Ph.D., U. of Wisconsin, Madison. Assoc. Prof., Global Labor and Work

Bishara, Dina, Ph.D., George Washington U. Assoc. Prof., Global Labor and Work

Bloesch, Justin, Ph.D., Harvard U. Asst. Prof., Economics

Bohns, Vanessa, Ph.D., Columbia U. Braunstein Family Professor, Organizational Behavior

Bond, Brittany, Ph.D., Massachusetts Inst. of Technology. Asst. Prof., Organizational Behavior

Boyer, George R., Ph.D., U. of Wisconsin. Martin P. Catherwood Professor of Industrial and Labor Relations, Economics/Global Labor and Work

Briscoe, Forrest, Ph.D., MIT. Maurice and Hinda Neufeld Founders Professor, Organizational Behavior

Bronfenbrenner, Kate, Ph.D., Cornell U. Sr. Lec., Global Labor and Work

Burton, M. Diane, Ph.D., Stanford U. Joseph R. Rich Professor Human Resource Studies

### C

Carter, James, Ph.D., Columbia Business School. Asst. Prof., Organizational Behavior

Collins, Christopher, Ph.D., U. of Maryland. Assoc. Prof., Human Resource Studies

Colvin, Alexander, Ph.D., Cornell U. Kenneth F. Kahn '69 Dean and Martin F. Scheinman '75, MS '76 Professor of Conflict Resolution, Global Labor and Work

### D

Daviss, Claire, Ph.D., Stanford Univ., Asst. Prof., Organizational Behavior

DeVault, Ileen A., Ph.D., Yale U. Prof., Global Labor and Work

DiCiccio, Thomas J., Ph.D., U. of Waterloo (Canada). Assoc. Prof., Social Statistics

Doellgast, Virginia, Ph.D., Cornell U. The Anne Evans Estabrook Professor of Employment Relations and Dispute Resolution, Global Labor and Work

### F

Fath, Sean, Ph.D., Duke. Asst. Prof., Organizational Behavior

Friedman, Eli, Ph.D., U. of California. Assoc. Prof., Global Labor and Work

### G

Garay, Candelaria, Ph.D. U. of California, Berkeley. Assoc. Prof., Global Labor and Work

Gleeson, Shannon, Ph.D., U. of California, Berkeley. Edmund Ezra Day Professor in Industrial and Labor Relations, Global Labor and Work

Gold, Michael E., LL.B., Stanford U. Assoc. Prof., Global Labor and Work

Griffith, Kate L., J.D., New York U. School of Law. Prof., Jean McKelvey-Alice Grant Professorship of Labor-Management Relations, Global Labor and Work

### H

Haggerty, John, Ph.D., Cornell U. Sr. Lec., Human Resource Studies

Hausknecht, John P., Ph.D., Penn State U. Prof., Human Resource Studies

Homrighouse, Christina, MILR, Cornell U. Sr. Lec., Human Resource Studies

### I

Ivory, Tristan, Ph.D., Stanford U. Asst. Prof., Human Resource Studies

### J

Jakubson, George H., Ph.D., U. of Wisconsin. Assoc. Prof., Economics

### K

Karns, M. Elizabeth, J.D., Quinnipiac U. Sr. Lec., Social Statistics

Katz, Harry C., Ph.D., U. of California, Berkeley. Jack Sheinkman Professor, Global Labor and Work

Kehoe, Rebecca Ph.D., Cornell U. Assoc. Prof., Human Resource Studies

Keller, JR, Ph.D. U of Pennsylvania. Assoc. Prof., Human Resource Studies

Kircher, Philipp, Ph.D., U. of Bonn. Irving M. Ives Professor of Industrial and Labor Relations, Economics.

Kowalski, Alexander, PhD., Massachusetts Institute of Technology. Asst. Prof., Human Resource Studies

Kuruvilla, Sarosh C., Ph.D., U. of Iowa. Andrew J. Nathanson Family Professor in Industrial and Labor Relations, Global Labor and Work

### L

Lieberwitz, Risa L., J.D., U. of Florida. Prof., Global Labor and Work

Lee, Alice, Ph.D., Columbia U. Asst. Prof., Organizational Behavior

Litwin, Adam S., Ph.D., Massachusetts Inst. of Technology. Assoc. Prof., Global Labor and Work

Lovenheim, Michael, Ph.D., U. of Michigan, Prof., Economics, and Brooks School of Public Policy

Lucas, Brian, Ph.D., Northwestern U. Assoc. Prof., Organizational Behavior

**M**

Matteson, David, Ph.D., U. of Chicago. Prof., Social Statistics

McCarthy, John, Ph.D., Rutgers U. Assoc. Prof., Global Labor and Work

Modica, Justine, Ph.D., Stanford Univ. Asst. Prof., Global Labor and Work

**N**

Nagaraja, Tejasvi, Ph.D., New York U. Asst. Prof., Global Labor and Work

Nelson, Samuel, J.D., Syracuse U. Sr. Lec., Global Labor and Work

Nimier-David, Elio, Ph.D., CREST. Asst. Prof., Economics

Nishii, Lisa, Ph.D., U. of Maryland. Prof., Human Resource Studies

**O**

Ortiz, Paul, Ph.D., Duke. Prof., Global Labor and Work

Osborne, Merrick, Ph.D., U. of California, Berkeley. Asst. Prof., Organizational Behavior

**P**

Park, Tae-Youn, Ph.D., U. of Minnesota. Assoc. Prof., Human Resource Studies

Pohler, Dionne, Ph.D., Univ of Saskatchewan. Prof., Global Labor and Work

Proudfoot, Devon, Ph.D., Duke U. Assoc. Prof., Human Resource Studies

**R**

Racabi, Gali, S.J.D., Harvard Law School. Asst. Prof., Global Labor and Work

Ray, Caitlin, Ph.D., Univ of South Carolina. Asst. Prof., Human Resource Studies

Riehl, Evan, Ph.D., Columbia U. Assoc. Prof., Economics

Rissing, Ben, Ph.D., Massachusetts Institute of Technology. Assoc. Prof., Organizational Behavior

**S**

Sanders, Seth, Ph.D., U. of Chicago, Ronald G. Ehrenberg Chair of Labor Economics

Sockin, Jason, Ph.D., U. of Pennsylvania. Asst. Prof., Economics

Smith, Robert S., Ph.D., Stanford U. Prof., Economics

**T**

Thomas, Stephanie, Ph.D., New School for Social Research. Sr. Lec., Economics

Tolbert, Pamela S., Ph.D., U. of California. Lois S. Gray Professor of Industrial and Labor Relations and the Social Sciences, Organizational Behavior

**W**

Wang, Y. Samuel, Ph.D., U. of Washington. Asst. Prof., Social Statistics

Weiner Heinemann, Allison, Ph.D., Yale. Sr. Lec., Global Labor and Work

Wells, Martin T., Ph.D., U. of California, Santa Barbara. Charles A. Alexander Professor of Statistical Sciences, Social Statistics

Wiggs, Devin, Ph.D., Northwestern Univ. Asst. Prof., Global Labor and Work

Wolf, Andrew, Ph.D., U. of Wisconsin-Madison. Asst. Prof., Global Labor and Work

**Y**

Yang, Dana (Xiaoqian), Ph.D., Yale University, Proskauer Employment and Labor Law Assistant Professor, Statistics and Data Science

Yang, Duanyi, Ph.D., Massachusetts Institute of Technology. Asst. Prof., Global Labor and Work

**Z**

Zhang, Yiran, S.J.D., Harvard Law School. Asst. Prof., Global Labor and Work

Zitek, Emily, Ph.D., Stanford U. Assoc. Prof., Organizational Behavior