

# INDUSTRIAL AND LABOR RELATIONS (BS)

School of Industrial and Labor Relations

Program Website (<https://www.ilr.cornell.edu/programs/undergraduate-admissions/academics/>)

CIP: 52.1002 | HEGIS: 0516.00 | NYSED: 04076

## Program Description

The School of Industrial and Labor Relations awards a Bachelor of Science degree. All undergraduate students complete the same major requirements.

## Academic Standards

- 105 credits 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.

## Program Information

- Instruction Mode: In Person
- Location: Ithaca, NY
- Minimum Credits for Degree: 120

## Program Requirements

### Core Requirements (40 Credits)

All core requirements must be taken for a letter grade.

Code	Title	Hours
<b>Core Courses</b>		
ILRID 1510	Introduction to Industrial and Labor Relations	3
ILRID 1525	Psychology of Work: Theories and Applications	3
ILRID 1535	Sociology of Work and Organizations	3
ILRGL 1100	Introduction to U.S. Labor History	3
ILRGL 2010	Labor and Employment Law	3
ILRGL 2050	Labor Relations	3
ILRLE 2400	Economics of Wages and Employment	3
ECON 1110	Introductory Microeconomics <sup>1</sup>	3
ECON 1120	Introductory Macroeconomics <sup>2</sup>	3
<i>Diversity, Equity, and Inclusion in the Workplace - Select one of the following:</i>		
ILRID 2510	Foundations of Diversity Dynamics	3
or EDUC 2610	Intergroup Dialogue	
<i>Introductory International and Comparative Labor - Select one of the following:</i>		
ILRGL 2300	Introduction to International and Comparative Labor	3

or ILRGL 2350	Work, Labor, and Capital in the Global Economy	
<i>Statistics Requirement - Select one of the following:</i> <sup>3</sup>		7
Students must take 7 credits of courses with a distribution code of STA-IL to meet their statistics requirement		

- <sup>1</sup> Approved transfer credit equivalent to ECON 1110EC may be used to fulfill this requirement.
- <sup>2</sup> Approved transfer credit equivalent to ECON 1120EC may be used to fulfill this requirement.
- <sup>3</sup> Approved test credit or transfer credit equivalent to courses with a distribution code of STA-IL may be used to fulfill this requirement.

## Writing Requirements (7.5-9 Credits)

All writing requirements must be taken for a letter grade.

Code	Title	Hours
<b>First-Year Writing Seminar</b> <sup>4</sup>		3
Select one of the following:		
One course from the list of First-Year Writing Seminar (FWS) offerings (or)		
Transfer credit of UNIV 2107 First Year Writing, according to transfer policy guidelines		
Code	Title	Hours
<b>Sophomore Writing Seminar</b> <sup>4, 5, 6</sup>		3
Select one of the following:		
One course with a distribution code of SOW-IL Sophomore Writing (or)		
Transfer credit of UNIV 2113 ILR Sophomore Writing, according to transfer policy guidelines		
Code	Title	Hours
<b>Advanced Writing Intensive Elective</b> <sup>4, 7, 8</sup>		1.5
		- 3
Select one of the following:		
One course with a distribution code of AWI-IL Advanced Writing Intensive Elective (or)		
Transfer credit of UNIV 2114 ILR Advanced Writing Intensive Elective, according to transfer policy guidelines		

- <sup>4</sup> Test credit may not be used to fulfill this requirement.
- <sup>5</sup> Several ILR core classes may be offered as sophomore writing seminars, including ILRGL 2010, ILRGL 2050, and ILRLE 2400. Class sections that are approved for both the core requirement and the sophomore writing requirement will be noted in the class roster. Students will fulfill both requirements with one class but will only earn credit once towards total credits for graduation.
- <sup>6</sup> Non-core class sophomore writing seminars taken in ILR may double dip with other major requirements, including In-College ILR Advanced Electives (ICE-IL), Quantitative Policy Elective (QP-IL), International & Comparative Labor Elective (ICL-IL), and Labor History Elective (LH-IL). These classes can be identified by the two ILR major distribution codes on the course. Students will only earn credit once towards total credits for graduation.
- <sup>7</sup> Advanced Writing Intensive Elective courses taken in ILR may double dip with In-College ILR Advanced Electives, but cannot double dip with Quantitative Policy Elective, International & Comparative Labor Elective, and Labor History Elective requirements.

<sup>8</sup> Advanced Writing Intensive courses that double dip with In-College ILR Advanced Electives will have both the AWI-IL Advanced Writing Intensive Elective and ICE-IL In-College ILR Advanced Electives distribution code on the course. Students will only earn credit once towards total credits for graduation.

Science and Technology Distribution Requirement (3 Credits)

The science and technology requirement must be taken for a letter grade.

Code	Title	Hours
Minimum of 3 credits from one of the following:		
Courses with a distribution code of SCT-IL Science and Technology <sup>9</sup>		
	Transfer credit of UNIV 2110 ILR Science & Technology, according to transfer policy guidelines	

<sup>9</sup> Approved test credit or transfer credit equivalent to courses with a distribution code of SCT-IL may be used to fulfill this requirement.

Advanced ILR Elective Requirements (40 Credits)

Students may take all 40 of their advanced ILR electives with a distribution code of ICE-IL to fulfill their advanced ILR elective requirement. Alternatively, students may enroll in Approved Out of College ILR Electives to fulfill up to 16 credits towards the advanced ILR elective requirement.

Code	Title	Hours
In-College ILR Advanced Electives <sup>10, 11</sup>		
Credits with a distribution code of ICE-IL In-College ILR Advanced Electives		Minimum of 24 credits
As part of the 24 In-College ILR Advanced Electives, students must complete 3 credits in each of the following distribution codes:		
3 credits of Quantitative Policy Elective (QP-IL)		
3 credits of International and Comparative Labor Elective (ICL-IL)		
3 credits of Labor History Elective (LH-IL)		

<sup>10</sup> These classes must all be taken for a letter grade. Non-ILR classes used to fulfill these elective requirements will count towards the 24 In-College ILR Advanced Electives. Non-ILR classes with the below distribution codes that are not being used to fulfill these elective requirements will count as Out of College ILR Elective credits.

<sup>11</sup>

- Approved ILR exchange programs may be used to fulfill:
  - Up to 15 In-College ILR Advanced Elective credits for a single semester
- Approved credit internships may be used to fulfill:
  - Up to 12 In-College ILR Advanced Elective credits for a semester internship
- Test credit cannot be used to fulfill ILR elective requirements. Transfer credit cannot be applied to In-College ILR Advanced Elective credit, but students may transfer in approved coursework towards the Quantitative Policy Elective, International and Comparative Labor Elective, and Labor History Elective, according to transfer policy guidelines. If transfer credit is used to fulfill one

of these specific elective requirements, it will count as In-College ILR Advanced Elective credit.

Code	Title	Hours
Approved Out of College ILR Electives <sup>12</sup>		
Courses with a distribution code of OCE-IL Approved Out of College ILR Electives		up to 16 credits

As part of the up to 16 Approved Out of College ILR Advanced Electives, students may complete up to 12 credits of OCL-IL Approved Out of College ILR Language Electives.

- <sup>12</sup>
- Test credit cannot be used to fulfill Out of College ILR Elective credits
  - Students may transfer credit towards Approved Out of College ILR Elective credits as UNIV 2111 ILR Out of College Elective Credit or towards Approved Out of College ILR Language Electives as UNIV 2112 ILR Out of College Foreign Language, according to transfer credit policy guidelines.
  - Approved Global Learning Programs may be used to fulfill:
    - Up to 9 Out of College ILR Elective credits for a single semester
    - Up to 15 Out of College ILR Elective credits for a full year
  - Student research may also be used to satisfy the ILR elective requirement:
    - Independent or directed study coursework may be approved for either In-College ILR Advanced Elective or Approved Out of College ILR Elective credit.
    - A maximum of 8 credits of independent or directed study can be used towards the ILR Elective Requirement. Honor's thesis and credit internship enrollment do not count towards this 8-credit limit.

General Elective Credits

Code	Title	Hours
Elective Credits <sup>13, 14, 15</sup>		30
Additional general elective credits to reach the overall credit requirement for graduation		

- <sup>13</sup> Students typically take about 30 additional general elective credits to reach the overall credit requirement for graduation.
- <sup>14</sup> Test credits that are accepted by Cornell but do not meet specific major requirements will be applied to general elective credits. View department list of approved test credits counting towards general elective credits in ILR
- <sup>15</sup> Transfer credit that is not equivalent to a specific Cornell course or a major requirement but is still eligible to transfer per transfer credit policy, will transfer as equivalent to TRAN 9999 and count towards general elective credits.

University Graduation Requirements Requirements for All Students

In order to receive a Cornell degree, a student must satisfy academic and non-academic requirements.

## Academic Requirements

A student's college determines degree requirements such as residency, number of credits, distribution of credits, and grade averages. It is the student's responsibility to be aware of the specific major, degree, distribution, college, and graduation requirements for completing their chosen program of study. See the individual requirements listed by each college or school or contact the college registrar's office (<https://registrar.cornell.edu/service-resources/college-registrar-directory/>) for more information.

## Non-academic Requirements

**Conduct Matters.** Students must satisfy any outstanding sanctions, penalties or remedies imposed or agreed to under the Student Code of Conduct (Code) or Policy 6.4. Where a formal complaint under the Code or Policy 6.4 is pending, the University will withhold awarding a degree otherwise earned until the adjudication process set forth in those procedures is complete, including the satisfaction of any sanctions, penalties or remedies imposed.

**Financial Obligations.** Outstanding financial obligations will not impact the awarding of a degree otherwise earned or a student's ability to access their official transcript. However, the University may withhold issuing a diploma until any outstanding financial obligations owing to the University are satisfied.

## Additional Requirements for Undergraduate Students

The University has two requirements for graduation that must be fulfilled by all undergraduate students: the swim requirement, and completion of two physical education courses. For additional information about fulfilling University Graduation Requirements, see the Physical Education website (<https://scl.cornell.edu/pe/>).

## Physical Education

All incoming undergraduate students are required to take two credits (two courses) of Physical Education prior to graduation. It is recommended they complete the two courses during their first year at Cornell. Credit in Physical Education may be earned by participating in courses offered by the Department of Athletics and Physical Education ([https://courses.cornell.edu/preview\\_program.php?catoid=60&poid=30232](https://courses.cornell.edu/preview_program.php?catoid=60&poid=30232)) and Cornell Outdoor Education, by being a registered participant on a varsity athletic team, or performing in the marching band.

Students with medical concerns should contact the Office of Student Disability Services (<http://sds.cornell.edu/>).

## Swim Requirement

The Faculty Advisory Committee on Athletics and Physical Education has established a basic swimming and water safety competency requirement for all undergraduate students. Normally, the requirement is taken during the Fall Orientation process at Helen Newman Hall or Teagle Hall pools. The requirement consists of the following: jump or step feet-first into the deep end of the pool, float or tread for one minute, turn around in a full circle, swim 25 yards using any stroke(s) of choice without touching the bottom or holding on to the sides (there is no time limit) and exit from the water. Students who do not complete the swim requirement during their first year, during a PE swim class or during orientation subsequent years, will have to pay a \$100 fee. Any student who cannot meet this requirement must register for PE 1100 Beginning Swimming as their physical education course before electives can be chosen.

If a student does not pass the swim requirement in their first Beginning Swimming PE class, then the student must take a second Beginning Swimming PE class (PE 1100 or PE 1101). Successful completion of two Beginning Swimming classes (based on attendance requirements) with the instructor's recommendation will fulfill the University's swim requirement.

Students unable to meet the swim requirement because of medical reasons should contact the Office of Student Disability Services (<http://sds.cornell.edu/>). When a waiver is granted by the Faculty Committee on Physical Education, an alternate requirement is imposed. The alternate requirement substitute is set by the Director of Physical Education.

## 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 (p. 1) 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.

## Learning Outcomes

The learning goals of the ILR curriculum can be summarized as follows. Upon graduation, students in the School of Industrial and Labor Relations should have the ability to:

- Engage in critical, reasoned analyses of issues and ideas
- Explain ideas and analyses through written and oral communication
- Evaluate and apply theories and assumptions of the social science disciplines to workplace issues
- Analyze workplace issues from a variety of perspectives, including the historical, cultural, institutional and ethical perspectives
- Access, evaluate and analyze qualitative and quantitative data, so as to enhance understanding and inform decision-making
- Work independently and in cooperation with others