## CURRICULUM

### FIRST YEAR

#### FALL
- First-year Writing Seminar ................................................................. 3
- ILR Colloquium: Introduction to the ILR School ................................. 1
- Introduction to Organizational Behavior ........................................... 3
- Introductory Microeconomics ............................................................. 3
- Electives ........................................................................................................ 6
- PE (University requirement)

#### SPRING
- First-year Writing Seminar ................................................................. 3
- Introduction to U.S. Labor History ....................................................... 3
- Introductory Macroeconomics ............................................................. 3
- Science and Technology Elective .........................................................
- Elective ........................................................................................................ 3

### SOPHOMORE YEAR

#### FALL
- Introductory Statistics ........................................................................ 4
- Labor and Employment Law ............................................................... 3
- Human Resource Management ......................................................... 3
- Western Intellectual Tradition ........................................................... 3
- Elective ........................................................................................................ 3

#### SPRING
- Labor Relations .................................................................................. 3
- Economics of Wages and Employment ............................................. 3
- Cultural Perspectives Elective .......................................................... 3
- Advanced Writing ................................................................................... 3
- Elective ........................................................................................................ 3

### JUNIOR AND SENIOR YEARS

- ILR advanced elective credits ............................................................. 40
  - 24 ILR advanced elective credits must be from courses within ILR's six departments.
  - Up to 16 ILR advanced elective credits can come from approved courses in other colleges throughout Cornell, including courses in business, psychology, economics, policy analysis, and foreign languages.
  - ILR advanced electives must include one comparative labor course, one economic policy course, and one labor history course, and can also include credits earned through studying abroad, credit internships, or Cornell in Washington.

- General elective credits ........................................................................... 18

- Total credits required for Bachelor of Science .................................... 120

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### SELECTED MINORS

- Africana Studies
- Asian American Studies
- Business
- Classics
- Communication
- Economics
- Education
- Entrepreneurship and Innovation
- Feminist, Gender & Sexuality Studies
- Global Health
- History
- Inequality Studies
- Information Science
- International Relations
- Latino Studies
- Law and Society
- Music
- Philosophy
- Policy Analysis and Management
- Real Estate
- Spanish
- Theater
- Urban and Regional Studies
Students complete one course to satisfy each of the following requirements. The lists below provide a small sample of the courses available to meet each requirement.

**DISTRIBUTION REQUIREMENTS**

**WESTERN INTELLECTUAL TRADITION**
Introduces students to the foundation of “Western” political, economic, and legal thought.

- Popular Culture in the United States, 1950 - Present
- American Foreign Policy
- The European Novel
- Ancient Philosophy
- Sociology of Law

**CULTURAL PERSPECTIVES**
Provides students with the opportunity to study the ideas, histories, and cultures beyond the United States and Western Europe.

- New Visions in African Cinema
- Politics and Social Change in the Caribbean
- Japanese Buddhism
- Introduction to Islamic Civilization
- Chinese Narrative Literature

**SCIENCE AND TECHNOLOGY**
Enables students to understand and appreciate the perspectives, models, values, and issues associated with science and technology.

- Nature of the Universe
- Green World/Blue Planet
- Law, Science, and Public Values
- Physics of Musical Sound
- Earthquake!

**ADVANCED ILR ELECTIVE REQUIREMENTS**

**INTERNATIONAL AND COMPARATIVE LABOR ELECTIVE**

- Work, Labor, and Capital in the Global Economy
- Comparative Education and Development
- Corporate Social Responsibility
- American Business and International Political Economy

**LABOR HISTORY ELECTIVE**

- Development of Economic Thought and Institutions
- Race, Inequality, and Labor: A Global Perspective
- Governing Economic Development: The U.S. Experience
- Unfree Labor: Servants, Slaves, and Wives
- Immigrant America: Race and Citizenship in Modern Working-Class History
- African American Social History

**ECONOMIC POLICY ELECTIVE**

- Economic Analysis of the University
- Topics in 20th Century Economic History
- Income Distribution
- Women in the Economy
- The Economics of Collective Bargaining in Sports
- Research on Education Reforms and Human Resource Policy
SAMPLE ELECTIVES

The following list provides a small sample of the departments and classes throughout Cornell that ILR students use to pursue specific academic and career interests. Courses outside of ILR that are approved for ILR advanced elective credit are marked with an asterisk (*).

**LAW/CONFLICT RESOLUTION**

**ILR SCHOOL**
- Statistical Applications in Law and Policy
- Argumentation and Debate
- Ethics at Work
- American Ideals
- Advanced Issues in Mediation
- Negotiation and Conflict Resolution
- Technology, Management and the Law
- Policy Analysis by the Numbers

**COLLEGE OF ARTS AND SCIENCES**
- Psychology and Law
- Law, Science, and Morality
- * Sociology of Law

**COLLEGE OF AGRICULTURE AND LIFE SCIENCES**
- Persuasion and Social Influence
- Intercultural Communication

**CORNELL LAW SCHOOL**
- Competition Law and Policy
- The U.S. Constitution: Crisis, Change and Legitimacy
- Information Ethics, Law, and Policy

**COLLEGE OF BUSINESS**
- Real Estate Law
- The Law of the Internet and E-Commerce

**GOVERNMENT/PUBLIC POLICY**

**ILR SCHOOL**
- Leadership in Organizations
- Work, Labor, and Capital in the Global Economy
- Managing and Resolving Conflict
- Politics of the Global North
- Managing for Social Impact
- Comparative Education and Development: Europe and the Americas
- Education, Technology, and Productivity
- Work, Health, and Healthcare

**COLLEGE OF ARTS AND SCIENCES**
- Non-Profit Finance, Management, and Leadership
- * Community Outreach
- * Public Finance
- * Economic Analysis of Politics
- Campaigns and Elections
- Taking America's Pulse: Creating and Conducting a National Opinion Poll
- Race and Modern US History

**COLLEGE OF HUMAN ECOLOGY**
- * Economics of the Public Sector
- * Economics of Social Security
- Social Problems in the United States

**COLLEGE OF ARCHITECTURE, ART, AND PLANNING**
- The Promise and Pitfalls of Contemporary Planning
- Asian American Politics and Public Policy
- Ethics, Development, and Globalization

**BUSINESS/FINANCE/ENTREPRENEURSHIP**

**ILR SCHOOL**
- Leading and Managing Teams
- Entrepreneurship and Small Business
- Managing for Social Impact
- Diversity and Inclusion
- Organization and Work Design
- Socially Responsible Business
- Technology in the Modern Workplace

**COLLEGE OF AGRICULTURE AND LIFE SCIENCES**
- International Development
- Media Communication

**COLLEGE OF ARTS AND SCIENCES**
- International Trade and Finance
- * Intermediate Microeconomics
- Financial Economics, Derivatives, and Risk Management

**COLLEGE OF HUMAN ECOLOGY**
- * Corporations, Shareholders, and Policy
- * Risk Management and Policy
- * Consumer Behavior

**COLLEGE OF BUSINESS**
- Financial Planning and Wealth Management
- Analysis of Financial Statements
- * Entrepreneur and Private Equity
- * Emerging Markets Strategy
- Applied Portfolio Management
- * Finance
- Women and Leadership
- * International Trade Policy
- Business Computing
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### HR/CONSULTING

**ILR SCHOOL**
- Leadership in Organizations
- Managing for Creativity
- Organizational Consulting
- Work Groups and Teams
- Data Analysis in Practice
- Strategic Human Resource Metrics
- Executive Compensation
- Contract Administration

**COLLEGE OF BUSINESS**
- * Personal Enterprise and Small Business Management
- * Behavioral Economics and Managerial Decisions
- Corporate Communication
- Hospitality Operations and Consulting
- Service Operations Management

### HISTORY

**ILR SCHOOL**
- Recent History of American Workers
- Citizenship, Race, and Class in Twentieth-Century America
- American Ideals
- American Capitalism
- Making Development Equitable
- Advocacy and Debate
- Strangers and Citizens: Immigration and Labor in U.S. History

**COLLEGE OF ARTS AND SCIENCES**
- The American Revolutionary Era
- History of American Foreign Policy
- American Political Thought from Madison to Malcolm X
- Ancient Egyptian Civilization
- Race and Popular Culture

### LABOR/SOCIAL JUSTICE

**ILR SCHOOL**
- Workers’ Rights as Human Rights
- Union Organizing
- Public Education and Collective Bargaining Arbitration
- Values, Rights, and Justice at Work
- Race and the American Labor Market in Historical Perspective
- Working America in Popular Culture
- Disability Law
- Controversies About Inequality

**COLLEGE OF ARTS AND SCIENCES**
- LGBTQ History in the United States
- Global Engagements: Living and Working in a Diverse World
- America Confronts the World
- Race and Revolution in the Americas

### INTERNATIONAL RELATIONS/ECONOMICS

**ILR SCHOOL**
- Development of Economic Thought and Institutions
- The Economics of Collective Bargaining in Sports
- Economic Analysis of the University
- America, Business and International Political Economy
- Governing Economic Development
- Labor Markets and Income Distribution in Developing Economies
- Comparative Labor Movements in Latin America
- Global Comparative Disability Policy

**COLLEGE OF ARTS AND SCIENCES**
- International Law
- * Applied Econometrics
- * Economic Development
- Modern European Society and Politics
- * Elementary Spanish
- * Elementary Japanese

**COLLEGE OF BUSINESS**
- Emerging Markets
- China and India: Growth Miracle
- International Finance
- Business and Economics of Energy
- Futures, Options, and Financial Derivatives

**COLLEGE OF HUMAN ECOLOGY**
- * Economics of Consumer Law and Protection
- Neighborhoods, Housing, and Urban Policy
- Economics of the Public Sector
- Cross-Cultural Presentations

**COLLEGE OF ARCHITECTURE, ART, AND PLANNING**
- The Global City
- Ethics, Development, and Globalization
- Regional Economic Impact Analysis
- Affordable Housing Policy and Programs