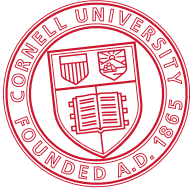


# Advancing THE WORLD OF Work

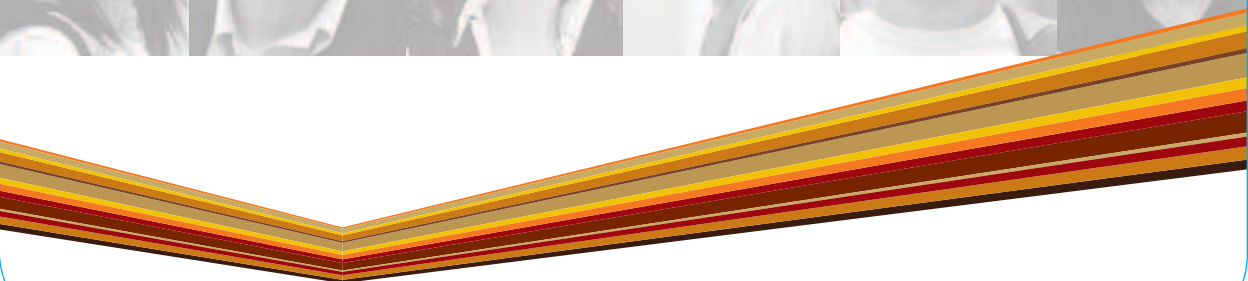
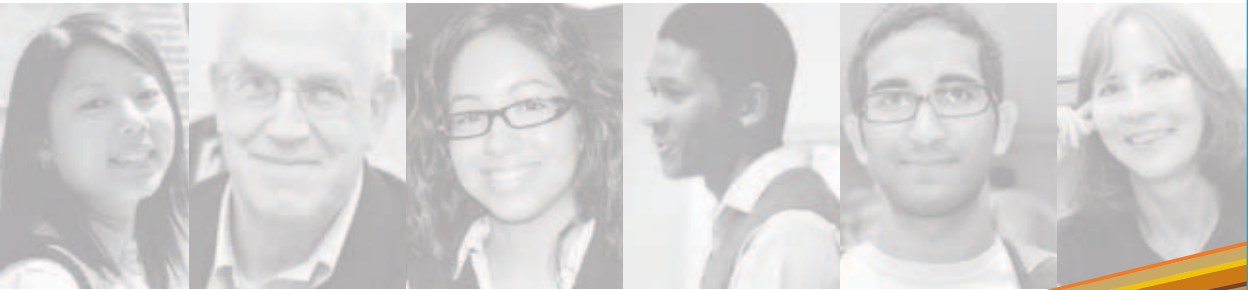


Cornell University  
ILR School



# ILR

OUR PEOPLE,  
OUR MISSION,  
OUR SPIRIT



## What does ILR stand for?

More than six decades ago, when we first opened our doors as the School of Industrial and Labor Relations, we stood for problem solving and peacemaking, with an emphasis on helping labor and management find common ground.

Today, we're staying true to those principles. As society becomes more global, so does the workplace. Issues faced by organizations, workers and managers have become more diverse and complex – and our mission as a land grant institution has evolved to reflect these changes.

Our name – ILR – may be shorter, but our focus has grown. It now extends beyond labor-management relations to the many facets of work that are critical to an organization's survival in a global economy – from human resource management and labor economics and law, to organizational behavior and conflict resolution.

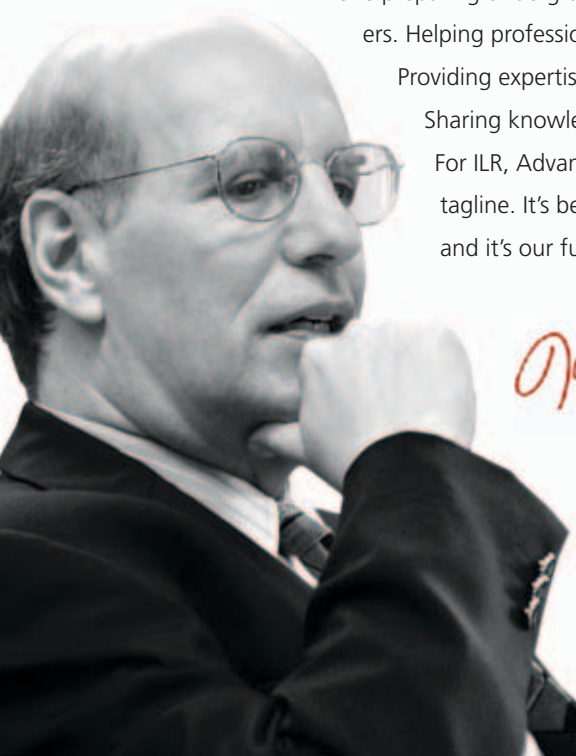
No other educational institution is quite like ILR. No one has the number of faculty that we do teaching in these areas, the breadth of programs we offer that blend theory and practice with a social sciences and human perspective, or the research capabilities and resources we can provide in the study of work.

We're preparing undergraduates and graduates to be workplace leaders. Helping professionals grow through career-long learning.

Providing expertise that informs work and employment policy.

Sharing knowledge that improves workplace practice.

For ILR, Advancing the World of Work is more than just a tagline. It's been our tradition for more than six decades, and it's our future.



A handwritten signature in red ink, which appears to read "Harry Katz". The signature is stylized and written in a cursive-like font.

**Harry Katz**  
Kenneth F. Kahn Dean and  
Jack Sheinkman Professor

“What you’re learning is how to lead an organization, how to organize people, how to work in a group, how to bargain collectively, how to think critically, and how to form and support a convincing argument.”



**Christian Zamarrón '11**

“The very premise of a land grant institution is to have impact in the real world. At ILR, our goal is to truly make a difference to students, professionals, organizations and policy - in our state, nation and world.”



**Susanne Bruyère**

ILR Associate Dean of Outreach  
Professor, Disability Studies  
Director, Employment and Disability Institute



In South Africa, **Susie Choi '10** worked with unemployed quadriplegics by sharing skills that would help them find jobs. In Switzerland, she completed an internship with the International Labour Organization and saw how global collaboration can transcend cultural and geographic differences. Choi's international experiences at ILR have deepened her perspective on the world of work and the life ahead of her.

"International experiences at ILR definitely helped shape my future."

Susie Choi '10

## ILR'S 6 ACADEMIC DEPARTMENTS:

Collective Bargaining, Labor Law, and Labor History

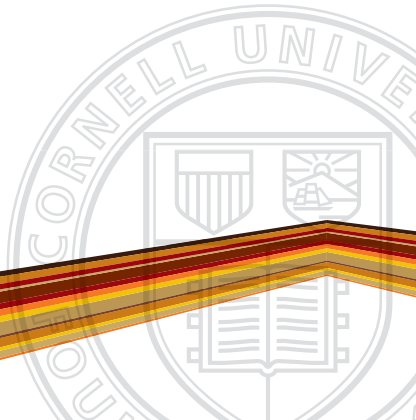
Human Resource Studies

International and Comparative Labor

Labor Economics

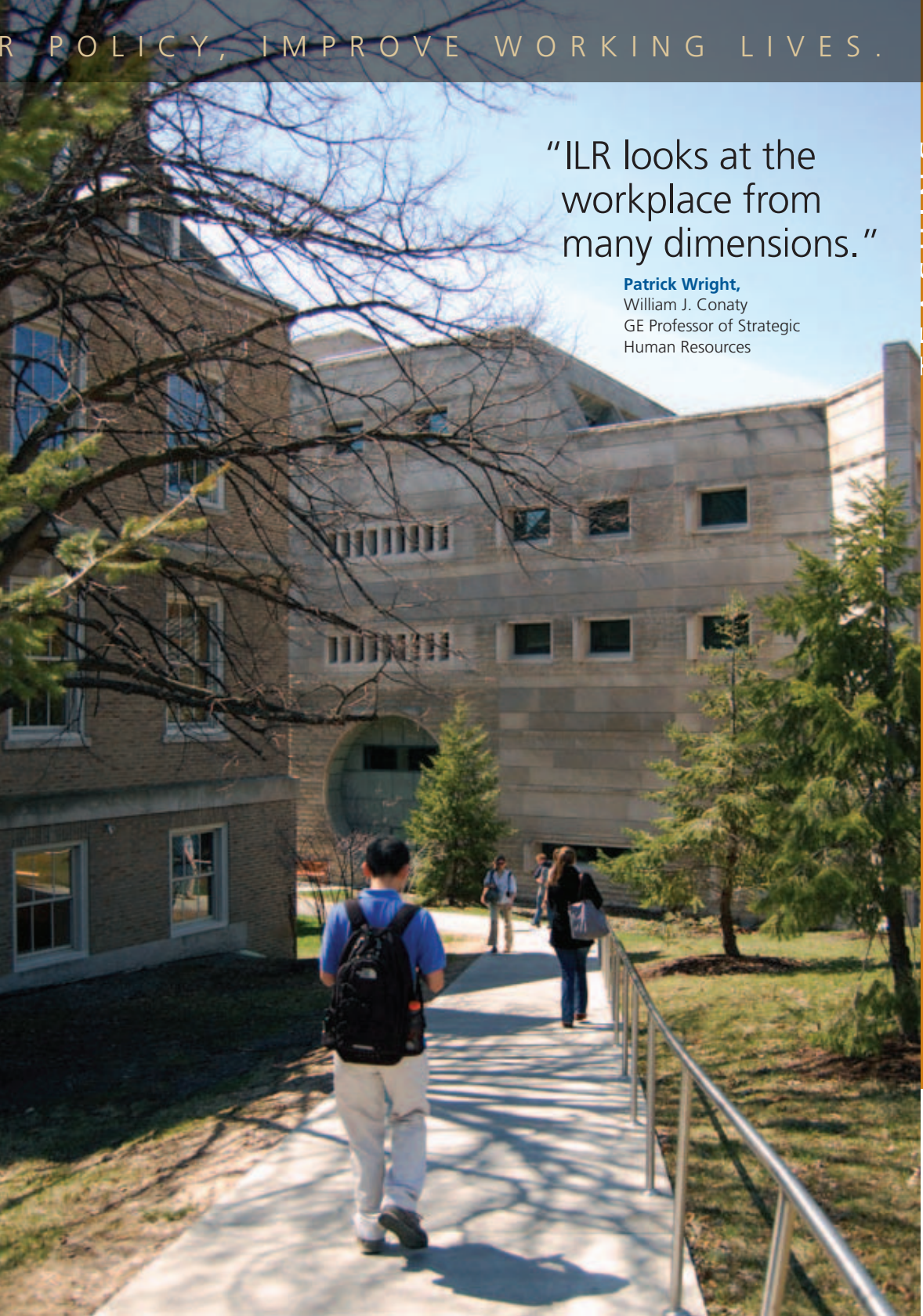
Organizational Behavior

Social Statistics



“ILR looks at the  
workplace from  
many dimensions.”

**Patrick Wright,**  
William J. Conaty  
GE Professor of Strategic  
Human Resources



“ILR prepares you to be successful immediately in the workplace. As a student, you learn both *what* the best solution is for a given situation and *how* to implement the solution. It’s learning that you can take directly from the classroom to the workplace.”



While pursuing a graduate degree at ILR, **Tarak Shah** MILR/ MBA '09 served as deputy human resources director for President Obama's 2008 campaign.

Shah credits Professor Kevin Hallock's compensation course for helping him build a salary model for campaign employees. When Obama was elected president, Shah was appointed human resources director for the Office of the President-Elect. He helped staff the White House using performance review techniques he learned from Professor Chris Collins.

“I wouldn't have known where to begin if it weren't for Chris's class,” said Shah, now special assistant to the chair of the White House Council on Environmental Quality.



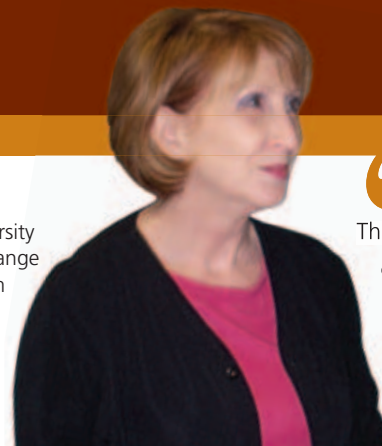
**Sarosh Kuruville,**  
Professor,  
Comparative  
Industrial Relations,  
Asian Studies and  
Public Affairs

the classroom. It helps my students understand the global consequences of local decisions in today's world of work.”

“My global research interests, consulting activities and prior work experience are invaluable in

**Teresa Hauck**

Lead, Emory University  
Organizational Change  
Management Team  
ILR Change Leader  
Certificate '09



“

The Cornell ILR curriculum for organizational change management has not only benefited me personally, but also my employer. After five years with Emory, I stepped into a new role to lead a major change effort armed with the knowledge and tools obtained through the ILR School.

”

**Karen O'Rell**  
ILR '04, MILR '09  
HR Leadership Program, GE



"Health care is both the largest and the fastest growing sector in the economy. My research on the health care workplace addresses key issues across the world of work."

Rebecca Givan  
Assistant Professor  
Collective Bargaining, Labor Law, and Labor History  
International and Comparative Labor



**Donna Ugboaja** '10 was part of a student research team whose findings were presented on Capitol Hill as Congress weighed labor law changes.

"I never thought that I would be part of something like this," she said.

Led by ILR Director of Labor Education Research Kate Bronfenbrenner, researchers tracked employer behavior in 1,004 union National Labor Relations Board election campaigns.

"I have learned," Ugboaja said, "that any dedicated group of people can accomplish anything."

"My research often examines changes in the structure of companies, changes in technology or changes in financial markets, and how these affect the world and working people; I bring insights from the real world back to the classroom for my students to debate and discuss and they, in turn, carry forward what they've learned into their everyday work lives."

**Rose Batt**  
Alice Cook Professor of Women and Work



“As one of the world's pre-eminent information resources on the workplace, the Catherwood Library supports researchers around the globe. We collect the literature of our field in a variety of languages and seek to create information products and services, many of which are accessible without cost to anyone equipped with a web browser.

**Gordon Law**, Harriet Oxman Director, Catherwood Library

Across ILR, faculty lead research on issues such as:

- Economics of education
- Employee training and retention
- Employment for people with disabilities
- Executive compensation
- Global implications of outsourcing
- Health care reform
- International comparisons of labor market outcomes
- Leadership development
- New York state's arts and entertainment industry
- Union organizing
- Work, family and gender



“I’m working directly with policymakers, governments and organizations like the World Bank to help them make more focused decisions on how we can enable poor workers to earn their way out of poverty.”

**Gary Fields**

Professor of Labor Economics  
John P. Windmuller Chair in International  
and Comparative Labor



“I have the ability to settle disputes and to work with difficult situations. This program will enable me to build upon this gift and ease into another career. It completes my life experience and ambition.”

ILR informs policy and practice through its institutes and centers:

- Center for Advanced Human Resource Studies
- Cornell Higher Education Research Institute
- Employment and Disability Institute
- Global Labor Institute
- Institute for Workplace Studies
- Scheinman Institute on Conflict Resolution
- NYS AFL-CIO/Cornell Union Leadership Institute
- R. Brinkley Smithers Institute for Alcohol-Related Workplace Studies



**Beverly Harrison**

Associate Vice President for Human Resources & Labor Relations,  
Nassau Community College  
Student, Labor Arbitrator  
Development Program,  
Scheinman Institute on Conflict Resolution



"My education prepared me for an HR role that gave me an amazing ability to be impactful. I can list names of people I've helped."



**Michael Furman**  
ILR '79  
Senior Director, Human Resources,  
Teva Pharmaceuticals USA



Mentor to two Ithaca boys, facilitator of town-gown relations, advocate for workers' rights .

**Eddie Rooker '10** is committed to contributing, in the community and wherever his career leads him.

"ILR's emphasis on social responsibility, ethics and your obligation to the greater good," he said, "illustrates the importance of making a positive impact, no matter where you are."

“

I use the skills I learned at the ILR School each and every day, whether it's negotiating a contract or organizational behavior.

”



**Dave Price '87**  
Weather Anchor  
CBS News "The Early Show"



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THE WORLD OF **work**



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