



Cornell University
ILR School

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FALL 2011 ILR FRESHMAN COLLOQUIUM
ILR1500 (Section 5) – Professor Ehrenberg

Welcome to ILR and Cornell. The purposes of the freshman colloquium are to introduce you to the field of industrial and labor relations, to a set of your classmates and to the professor (me) who will serve as your academic advisor. Throughout your years at Cornell, you should always feel free to call my office for an appointment to see me, call me to talk over the phone, or communicate with me by email.

We will meet as a group 5 times during August and September. All meetings save for the last one will be in Ives 115.

1. Monday August 22, 2:00-3:00pm Introduction to each other, ILR and, Cornell.
2. Tuesday August 30, 7:30-9:00pm Discussions of your life at Cornell to date and of our nation's economic problems, unemployment, and policies to reduce the unemployment rate
3. Tuesday September 6, 7:30-9:00pm Discussion of our nation's Social Security system and proposals to reform the system. Presentation by Cornell's Office of Student Services (OSS) on how to achieve academic success and how to approach career planning
4. Tuesday September 13, 7:30-9:30pm. This is a two hour class that will discuss issues relating to immigration policy and diversity at universities. We will initially assemble in Ives 105 to view a film. After the film we will return to our classroom to discuss immigration policy issues and/or diversity issues on campus
5. Thursday September 22, 7:30-9:00pm. We will meet at Aladdin's in Collegetown for dessert (courtesy of ILR) to discuss what ever issues you would like to talk about, to catch up on how everyone is doing, and to fill out an evaluation of the freshman colloquium experience.

Assignments

The ILR Freshman Colloquium is a one-credit course and it is required for graduation. You are taking this class pass/fail. In order to receive a passing grade, you must attend and participate actively in each of the five sessions and meet with me individually some time during the first month of the semester (contact my assistant Darrlyn O'Connell at 5-4424 or dss7@cornell.edu to arrange an appointment). If you have an emergency or conflict that prevents you from attending any of our classes, you must contact me in advance in person, or by phone or email, to let me know the reason for your missing class.

In addition, you must submit a one or two page paper to me at the start of sessions 2, 3, and 4. Each should be based upon your reactions to the readings assigned for that meeting.

You will not receive a letter grade for these brief papers. There is no correct answer as to how you should feel about any of the issues we will discuss and I will not try to move the group during our discussions to a common position on any of the issues. Rather we discuss them because they are among the most important and controversial social issues that our society now faces.

A critical part of your educational experience at Cornell is to develop the ability (if you don't already have it) to listen to others who may have different views than you on such issues and to discuss your differences with them in a civil manner. We will not necessarily agree about what appropriate policies are after such discussions. However, understanding why different people hold different positions will help you to better understand why you feel the way you do, may lead you to modify your position, or may lead you to make arguments that may lead others to modify their positions.

Readings

If I had to pick the single most important book to tell students entering college to read, it would be Richard J. Light, *Making the Most of College: Students Speak Their Minds* (Harvard University Press, 2001). I regularly give this book to friend's children who are entering college and so I am happy to also give a copy to each of you. There are many important lessons in the book about how to make the most of your college years and I encourage you to quickly read it and take the lessons to heart. Some are obvious, such as form study groups, take time to get to know at least one professor each semester, be involved in activities outside the classroom, form communities and experiment with new subject matters. Others may be less obvious. But all of Light's conclusions, based upon literally thousands of interviews with students at Harvard and other colleges are worth your learning.

All of the other assigned readings are available on the Blackboard class web page. If you have any difficulty accessing this page contact Darrlyn O'Connell. The readings for each of the classes are as follows:

August 30 – Our Nation's Economic Problems and Policies to Combat Unemployment

1. Paul Krugman, "The President Surrenders", *New York Times*, July 31, 2011
2. Marc A. Theissen, "How the Tea Party 'Hobbits' Won The Debt Fight", *Washington Post*, July 31, 2011
3. *NY Times Editorial*, "To Escape Chaos, A Terrible Deal", July 31, 2011

September 6 – Social Security

1. Kathleen Romig (Social Security Administration), “Social Security 101” (July 14, 2011 presentation at the National Academy of Social Insurance)
2. Ben Veghte (National Academy of Social Insurance), “Social Security Reform Options: How Can We Pay for What We Want?” (July 14, 2011 presentation at the National Academy of Social Insurance)

September 13 – Diversity and the Dream Act

1. Ronald G. Ehrenberg, “The Future of Affirmative Action”, *Cornell Higher Education Research Institute Working Paper* WP49 (May 2004)
2. “Basic Information About the DREAM Act Legislation”
3. Michael Olivas, “Some DREAM Students Face Nightmare Scenarios” (Chron.com, April 5, 2011)

Our Class

Name	Net ID	Hometown
Robin Patrick Carey	Rpc77	Edwardsburg, MA
Adelaine (Adie) Cooper Davidoff	Acd65	Ithaca, NY
Michelle Meihua Fu	Mmf98	Newark, DE
Cameron Abby Griggs	Cag279	West Bloomfield, MI
Patrick Michael Miller	Pmm244	Bethlehem, PA
Charles Patrick Moran	Cpm82	Oyster Bay, NY
Isais Nathaniel Munoz	Inm5	Pennsauken, NJ
Grace M. Osgood	Gmo6	Westport, CT
Gabriela Alicia Palma	Gap52	Bayside, NY
Stephanie Debra Ramirez	Sdr73	Rutland, VT
Jordana Brooke Schelberg	Jbs328	Great Neck, NY
Aram Jacob Schrestian	Ajs433	Andover, MA
Fabien Demetrius Smallwood	Fds34	Brooklyn, NY
Eric Michael Zeller	Emz35	Camden, NJ

ILR's UNDERGRADUATE CURRICULUM

The coursework and requirements for the Bachelor of Science degree in Industrial and Labor Relations are listed below.

The list is not entirely prescriptive; however, the required courses should be taken in the sequence given unless options are necessary and alternatives can be arranged. "Distribution" courses may be taken in any year. ILR students may register for elective courses outside the school in any term. Courses in languages, upper level mathematics and accounting (up to 12 credits) may be counted as ILR electives toward the 40 credits required for the ILR degree.

The School of Industrial and Labor Relations Cornell University

First Year

<i>FIRST YEAR-FALL</i>	Credits
First year writing seminar *	3
	1
ILR colloquium (ILRID 1500) ;	3
Introduction to Organizational Behavior (ILROB 1220) ;	3
Introduction to U.S. Labor History (ILRLR 1100) ;	3
	3
Introductory Microeconomics (ECON 1101) *	
Elective	
	3
PE (University requirement)	3
	3
	6
<i>FIRST YEAR-SPRING</i>	
First year writing seminar *	
Introductory Macroeconomics (ECON 1102) *	
Science and Technology * ; ;	
Elective	
PE (University requirement)	4
	3
	3
Sophomore Year	3
<i>SOPHOMORE YEAR-FALL</i>	3
Introductory Statistics (ILRST 2100) ;	3
Labor and Employment Law (ILRLR 2010) ;	
Human Resource Management (ILRHR 2600) ;	
Western Intellectual Tradition * ;	3
Elective	3
	3
	3
<i>SOPHOMORE YEAR-SPRING</i>	3
Collective Bargaining (ILRLR 2050) ;	
Economics of Wages and Employment (ILRLE 2400) ;	
Cultural Perspectives * ; ;	

Advanced Writing * ; ;	
Elective	62
	40

Total Freshman/Sophomore Years

Junior and Senior Years

ILR Elective courses -- 40 credits

- Must include at least one course from an approved list in each of the following 3 areas: International and Comparative elective, Labor History elective and Economic Policy elective
- Minimum of 24 credits of ILR course work – including 4950 (Honors), 4990 (Independent Study) – with a maximum of 16 credits of non-ILR courses at Cornell as approved by ILR departments
- Maximum of 12 credits from foreign language, advanced math or financial accounting
- May include up to 9 credits for one semester abroad or 15 credits for a full year abroad 18
- Maximum of 16 credits in a credit internship program
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Additional general elective credits (in addition to distribution requirements)

* Required courses usually taken in the College of Arts and Science
 ; Required courses taken in the ILR School
 ; ; Distribution credits (courses you choose that satisfy requirements in certain categories)

The minimum for full-time student status is 12 credits per semester 120
 Course enroll for a maximum of 5 courses, 3 or 4 credit courses and 1-2 credit courses for a maximum of 21 credits. (All students seeking more than an 18 credit load for the semester must see an advisor in OSS for review & approval) *Revised*
8/1/09

Total credits required for Bachelor of Science

Physical Education credit does not count toward the 120 credits