

**Descriptions — Labor and Industrial Relations
of
Courses**

IDC. Seminar in Industrial Relations
For course description, see Interdisciplinary Courses.

809. Labor Markets
Fall, Winter. 4(4-0) Approval of school.

Review of labor market structures and processes; forces affecting work and wages; and public policy on manpower development and utilization and on income maintenance.

811. Manpower Programs and Institutions
Winter. 4(4-0) EC 457.

Role and effectiveness of the public employment service, vocational and apprenticeship programs, retraining and vocational rehabilitation activities, etc., as instruments of an active manpower policy.

813. Income Maintenance Programs
Fall. 4(3-0) Approval of school.

Causes and social consequences of poverty. Nature and effectiveness of income transfer programs against poverty and insecurity. Integration with manpower programs. Relation between public and private programs.

815. Labor Force Behavior

Spring. 4(4-0) EC 457. Interdepartmental with the Department of Economics.

Theoretical and empirical analysis of factors affecting labor force participation rates, unemployment levels, employment distribution, hours of work, and labor mobility. Concepts and measurement methods.

817. Methods of Program Evaluation
Winter. 4(3-0) Approval of school.

Principles of benefit-cost analysis, cost-effectiveness analysis, and other methods of evaluation applicable to human resource programs.

823. Organizational Behavior in Labor and Industrial Relations

Fall. 4(4-0) Approval of school. Interdepartmental with the Sociology Department.

Analysis of why organizations, individuals and groups in unions, management and government act as they do in industrial relations situations with emphasis on sociological, psychological and cultural factors.

824. Employment Relations

Fall, Winter. 4(3-0) Approval of school.

A social system approach to employment relations and employee utilization in private and public organizations.

825. Employee Compensation and Incentives

Spring. 4(3-0) MGT 810 or approval of school.

Theory and practice of payment systems in private and public employment. Compensation and motivation. Job evaluation and performance review. Incentive plans, executive compensation, and fringe benefits.

826. Organizational Development

Spring. 4(4-0) Approval of school.

Application of general systems and organizational behavior theories to the problems of organizational change and development in labor and industrial relations, with particular emphasis on the roles of leadership and change agents.

833. Data Sources and Research Methods in Labor and Industrial Relations

Fall, Winter. 4(3-0) One undergraduate statistics course.

Review and evaluation of sources and data, analysis of research design and methods used in study of labor and industrial relations.

841. Collective Bargaining in Public Employment

Spring, Summer. 4(3-0) EC 305 or approval of school.

History and current status of collective bargaining practices and governmental policies in the public sector.

854. Comparative Industrial Relations Systems

Winter. 4(3-0) EC 305.

Comparative analysis of industrial relations systems of countries in various stages of economic development.

857. Wage Theory

Fall. 3 credits. EC 320, 324, or approval of department. Interdepartmental with and administered by the Economics Department.

Advanced analysis of: theories of wage determination; labor market research; economic effects of collective bargaining upon the national wage structure, output, employment, distribution of national income, the price level; nature and effects of government wage policies.

858. Industrial Relations

Winter. 3(3-0) EC 305 and approval of department. Open to graduate students in economics and related fields such as labor and industrial relations, psychology, sociology, anthropology, political science, business, and history. Interdepartmental with the Department of Economics.

Problems and issues in the administration and negotiation of collective bargaining agreements; includes both economic and noneconomic aspects of industrial relations policies and practices.

863. Law of Labor-Management Relations

Winter, Spring. 4(4-0) Approval of school.

The National Labor Relations Act as amended: rights to organize and undertake concerted activity; legal framework of contract negotiations; representation of bargaining unit members; union member rights; proposed statutory changes.

865. Grievance Administration and Arbitration

Winter, Spring. 4(3-0) Approval of school.

Grievance procedure and arbitration as the terminal step in the grievance process. Analysis of industrial common law.

881. Advanced Seminar in Labor and Industrial Relations

Spring. 4(4-0) May re-enroll for a maximum of 8 credits. Twelve graduate credits or approval of school.

Integrative and synthesizing seminar for advanced students; intensive analysis of selected problems in labor and industrial relations.

895. Readings in Labor and Industrial Relations

Fall, Winter, Spring, Summer. Variable credit. May re-enroll for a maximum of 8 credits. Approval of school.

899. Research in Labor and Industrial Relations

Fall, Winter, Spring, Summer. Variable credit. May re-enroll for a maximum of 9 credits. Approval of school.

901. Seminar in Trade Union Behavior
Fall. 4(4-0) 801 or approval of school.

Research and policy analysis of selected problems of trade union behavior.

911. Seminar in Manpower

Fall. 4(3-0) Approval of school.

Critical study of research and policy on selected manpower problems.

923. Seminar in Organizational Behavior

Spring. 4(4-0) Approval of school.

Research and policy on selected problems of organizational behavior in labor and industrial relations.

958. Seminar in Collective Bargaining
Spring. 4(3-0) EC 858 or approval of school.

Critical study of selected contemporary areas and issues in collective bargaining.

LANDSCAPE ARCHITECTURE

See Urban Planning and Landscape Architecture

LARGE ANIMAL SURGERY AND MEDICINE LSM

College of Veterinary Medicine

412. Livestock Hygiene and Disease Control

Winter. 3(3-0) Juniors; Agriculture majors.

Fundamentals of health and disease in animals, relation of infectious and parasitic diseases of animals to human health, disease prevention and role of veterinarian in preventive medicine.

IDC. The Impact of Animal Resource Management Upon the World's Developing Nations

For course description, see Interdisciplinary Courses.

601. Large Animal Clinic I

Fall, Winter, Spring, Summer. 6(0-18) Veterinary Medicine students in terms 9, 10, or 11 electing Small Animal or Non-Practice options and approval of department.

Introductory concepts and practices in large animal clinical medicine, emphasizing diagnosis, patient care, medicine, surgery, disease prevention and herd health in a rotation through clinical services.

602. Large Animal Clinic II

Fall, Winter, Spring, Summer. 3(0-9) to 12(0-36) May re-enroll for a maximum of 24 credits. Veterinary Medicine students in terms 9, 10, or 11 electing the Large Animal or Mixed-Practice options and approval of department.

Concepts and practices in large animal clinical medicine—rotation through clinical services with assignment and care of clinical patients supervised by faculty and staff.

603. Preceptorial Clinic
Fall, Winter, Spring, Summer. 8(0-24)
to 16(0-48) May re-enroll for a maximum of
16 credits. 602, SSM 601, 611 and approval of
department.

Applied large animal clinical science. Students
participate in all activities in assigned private
practices tutored by practitioners with adjunct
faculty appointments.

621. Integrative Clinical Problems
Fall, Winter, Spring, Summer. 2(0-6)
to 4(0-12) May re-enroll for a maximum of 12
credits. 602, SSM 601, 611, and approval of
department.

Comprehensive problem-solving explorations of
selected clinical diseases, either systems or
species oriented, in large animals.

640. Special Problems
Fall, Winter, Spring, Summer. 2(0-6)
to 4(0-12) May re-enroll for a maximum of 8
credits. 602 and approval of department.

Exploration of problems in large animal spe-
cialties to meet specific goals of students.

**809. Problems in Large Animal
Surgery**
Fall, Winter, Spring, Summer. Vari-
able credit.

**811. Problems in Large Animal
Medicine**
Fall, Winter, Spring, Summer. Vari-
able credit.

813. Seminar
Fall, Winter, Spring. 1 credit.

823. Special Surgery
Spring. 3(1-6) May re-enroll for a
maximum of 6 credits. Approval of department.
Surgical techniques and tissue reactions follow-
ing surgery in large animals.

899. Research
Fall, Winter, Spring, Summer. Vari-
able credit. May re-enroll for a maximum of
18 credits. Approval of department.
Research on thesis problems.

LATIN

See Romance Languages

LINGUISTICS AND ORIENTAL AND AFRICAN LANGUAGES

College of Arts and Letters

Courses in CHINESE and JAPANESE on the 300
level or higher are normally conducted in the
language.

Linguistics and Oriental and African Language Courses LOA

299. Special Projects
Fall, Winter, Spring, Summer. Variable
credit. May re-enroll for a maximum of 18
credits. Approval of department.
Work in areas outside regular course offerings.

315. World Literature in English
Fall. 3(3-0) Interdepartmental with
and administered by the English Department.
Representative works, not from England or the
United States, which were written originally in
English, especially the English literature of
present or former British Commonwealth
nations, and nations from the Middle East and
Africa.

**316. World Literature in English
Translation**
Winter. 3(3-0) Interdepartmental
with the English Department.
Significant and characteristic works of the
Orient, the Middle East, and Africa in English
translation.

**317. Genres and Themes in World
Literature**
Spring. 3(3-0) Interdepartmental
with and administered by the English Depart-
ment.
Work will center each term around a single
literary genre, type or theme. Typical ex-
amples: The Quest, Literature of Revolt, Satire,
Literary examples will be selected from several
national literatures.

499. Special Projects
Fall, Winter, Spring, Summer. Variable
credit. May re-enroll for a maximum of 18
credits. Approval of department.
Work in areas outside regular course offerings.

African Languages AFR

101. African Languages-Elementary
Fall. 5(3-2) May re-enroll for 101-
102-103 sequence in more than one African
language.

Comprehension and speaking taught by a lin-
guist with native informants. Offerings include
Bemba, Hausa, Ibo, Pidgin, Swahili, Yoruba.
These and other African languages are taught
upon sufficient demand and availability of
instructors.

102. African Languages-Elementary
Winter. 5(3-2) May re-enroll for
101-102-103 sequence in more than one African
language. 101.
Continuation of 101.

103. African Languages-Elementary
Spring. 5(3-2) May re-enroll for
101-102-103 sequence in more than one African
language. 102.
Continuation of 102.

200H. Honors Work
Fall, Winter, Spring. 1 to 16 credits.
Approval of department.

201. African Languages-Intermediate
Fall. 4(5-0) May re-enroll for 201-
202-203 sequence in more than one African
language. 103 in appropriate language or ap-
proval of department.
Continuation of African Languages-Elementary.
Comprehension, speaking, reading and writing
taught by a linguist with native informants. See
AFR 101 for languages available.

202. African Languages-Intermediate
Winter. 4(5-0) May re-enroll for 201-
202-203 sequence in more than one African
language. 201.
Continuation of 201.

203. African Languages-Intermediate
Spring. 4(5-0) May re-enroll for
201-202-203 sequence in more than one African
language. 202.
Continuation of 202.

400H. Honors Work
Fall, Winter, Spring. Variable credit.
Approval of department.

420. African Literature in Translation
Fall, Winter, Spring. 3(3-0) May re-
enroll for a maximum of 9 credits. Juniors or
approval of department.
Development and influence of the ideas, forms
and motifs of African literatures in the litera-
tures of the world.

450. African Languages-Advanced
Fall, Winter, Spring. Variable credit.
May re-enroll for maximum of 18 credits. Ap-
proval of department.
Advanced training or specialized research in
particular African languages.

Chinese CHS

101. Elementary Chinese
Fall. 5(3-5)
Introduction to Mandarin, the official spoken
language of China, with emphasis on pronun-
ciation drill and conversation practice.

102. Elementary Chinese
Winter. 5(3-5) 101.
Continued practice in conversation and aural
comprehension; introduction to the reading and
writing of Chinese characters.

103. Elementary Chinese
Spring. 5(3-5) 102.
Continuation of 102 and grammatical analysis
of basic Chinese sentence structure.

200H. Honors Work
Fall, Winter, Spring. 1 to 16 credits.
Approval of department.

201. Second-Year Chinese
Fall. 3(3-0) 103.
Conversation, reading, and writing at the in-
termediate level.

202. Second-Year Chinese
Winter. 3(3-0) 201.
Reading of advanced texts; introducing Chinese
radicals and practice in the use of a Chinese dic-
tionary.

203. Second-Year Chinese
Spring. 3(3-0) 202.
Continuation of 202; selected texts from Chinese
newspapers, periodicals, and political journals.

**221. Second-Year Conversation and
Composition**
Fall. 2(2-0) 103.
Conversation and composition at the intermediate
level to supplement 201.

**222. Second-Year Conversation and
Composition**
Winter. 2(2-0) 221.
Continuation of 221.