

JUSTIN MORRILL
COLLEGE

JMC

**100. Inquiry and Expression:
Expository Writing I**
Fall. 4(4-0)

Trains students to write competent term papers, reports and essay examinations. Subject focuses on some significant social or personal problem with a background of information furnished through lectures, films, reading and discussion.

**101. Inquiry and Expression:
Expository Writing II**
Winter, Spring. 4(4-0) JMC 100.

Continuation of JMC 100 with a different topic and more sophisticated elements of style; sometimes allows more freedom of form.

**102. Inquiry and Expression:
Individual Writing Projects**
Winter, Spring. 2(2-0) or 4(4-0) Completion of one University writing course.

Lectures, films, readings, and group discussion. Writing assignments adapted to the individual student; personal essays, verse, fiction, or special types of exposition.

103. Experiments in Expression
Winter, Spring. 2(2-0) or 4(4-0)

Opportunity for a variety of forms of expression in response to lectures, films, and readings. Requires written work but includes experimentation in small groups with media such as audio and video tapes, photography, and various art forms.

190A. Approaches to a Life of Inquiry
Fall. 4(5-0) JMC 190B concurrently.

Emphasizes writing and other communications skills, and problem analysis. Writing topics will be suggested by issues covered in JMC 190B sections.

190B. Approaches to a Life of Inquiry
Fall. 4(3-0) JMC 190A concurrently.

Approaches to particular contemporary problems and issues through analysis and application of problem-solving techniques. Each section will focus on a separate problem area.

191A. Approaches to a Life of Inquiry
Winter, Spring. 4(5-0) JMC 190A and B or approval of college. JMC 191B concurrently.

Emphasizes writing skills and personal values. Students will discuss and write about the values presented in films and selected writings, and examine processes of value clarification.

191B. Approaches to a Life of Inquiry
Winter, Spring. 4(3-0) JMC 190A and B, or approval of college. JMC 191A concurrently.

Emphasis on personal and societal values as approached through a selected disciplinary topic. Each selection will focus on a separate topic.

192A. Approaches to a Life of Inquiry
Winter, Spring. 2(2-0) JMC 190A and B, or approval of college. JMC 192B concurrently.

Emphasis on group skills and analysis, but with continued development of writing skills.

192B. Approaches to a Life of Inquiry
Winter, Spring. 4(3-0) JMC 190A and B, or approval of college. JMC 192A concurrently.

Approach to a disciplinary topic using group work as the primary learning mode. Each section will deal with a different topic.

220A. Science and Culture

(320A.) Fall, Winter, Spring. 3(3-0) or 4(3-0) May reenroll for a maximum of 12 credits if different topics are taken.

Studies of the interaction between the natural sciences and selected aspects of culture. Implications of the sciences for national and international problems. The relations of science and the humanities.

220B. Independent Study in Science and Culture

(320B.) Fall, Winter, Spring. 1 credit. May reenroll for a maximum of 3 credits if different topics are taken.

Independent study in science and culture.

221A. Studies in Science

(321A.) Fall, Winter, Spring. 3(3-0) or 4(3-0) May reenroll for a maximum of 12 credits if different topics are taken.

Studies in selected topics and areas of the natural sciences.

221B. Independent Study in Studies in Science

(321B.) Fall, Winter, Spring. 1 credit. May reenroll for a maximum of 3 credits if different topics are taken.

Independent study in topics or areas of the natural sciences.

229A. Interdisciplinary Studies in Natural Science

Fall, Winter, Spring. 3(3-0) or 4(3-0) May reenroll for a maximum of 8 credits if different topic is taken.

Special interdisciplinary studies related to the natural sciences.

229B. Independent Study in Interdisciplinary Studies in Natural Science

Fall, Winter, Spring. 1 to 4 credits. May reenroll for a maximum of 8 credits if different topic is taken.

Independent interdisciplinary study related to the natural sciences.

230A. History

Fall, Winter, Spring. 3(3-0) or 4(3-0) May reenroll for a maximum of 8 credits if different topic is taken.

Study in the discipline of history with selected periods, areas and topics.

230B. Independent Study in History

Fall, Winter, Spring. 1 credit. May reenroll for a maximum of 2 credits if different topic is taken.

Independent study in history.

231A. Literature

Fall, Winter, Spring. 3(3-0) or 4(3-0) May reenroll for a maximum of 8 credits if different topic is taken.

Study in the discipline of literature with selected topics, periods, and genres.

231B. Independent Study in Literature

Fall, Winter, Spring. 1 credit. May reenroll for a maximum of 2 credits if different topic is taken.

Independent study in literature.

232A. Philosophy

Fall, Winter, Spring. 3(3-0) or 4(3-0) May reenroll for a maximum of 8 credits if different topic is taken.

Study in the discipline of philosophy with selected thinkers, methods and issues.

232B. Independent Study in Philosophy

Fall, Winter, Spring. 1 credit. May reenroll for a maximum of 2 credits if different topic is taken.

Independent study in philosophy.

233A. Religion

Fall, Winter, Spring. 3(3-0) or 4(3-0) May reenroll for a maximum of 8 credits if different topic is taken.

Study in the discipline of religion with selected religions, figures, literature, and topics.

233B. Independent Study in Religion

Fall, Winter, Spring. 1 credit. May reenroll for a maximum of 2 credits if different topic is taken.

Independent study in religion.

234A. Fine Arts

Fall, Winter, Spring. 3(3-0) or 4(3-0) May reenroll for a maximum of 8 credits if different topic is taken.

Study in the disciplines of the fine arts with selected artists, schools, periods and genres.

234B. Independent Study in Fine Arts

Fall, Winter, Spring. 1 credit. May reenroll for a maximum of 2 credits if different topic is taken.

Independent study in fine arts.

239A. Interdisciplinary Studies in the Arts and Humanities

Fall, Winter, Spring. 3(3-0) or 4(3-0) May reenroll for a maximum of 8 credits if different topic is taken.

Special interdisciplinary studies related to the arts and humanities.

239B. Independent Study in Interdisciplinary Studies in Arts and Humanities

Fall, Winter, Spring. 1 to 4 credits. May reenroll for a maximum of 8 credits if different topic is taken.

Independent interdisciplinary study related to the arts and humanities.

250A. Sociology

Fall, Winter, Spring. 3(3-0) or 4(3-0) May reenroll for a maximum of 8 credits if different topic is taken.

Study in the discipline of sociology with selected topics and schools.

250B. Independent Study in Sociology

Fall, Winter, Spring. 1 credit. May reenroll for a maximum of 2 credits if different topic is taken.

Independent study in sociology.

251A. Psychology

Fall, Winter, Spring. 3(3-0) or 4(3-0) May reenroll for a maximum of 8 credits if different topic is taken.

Study in the discipline of psychology with selected schools, topics, and figures.

- 251B. Independent Study in Psychology**
Fall, Winter, Spring. 1 credit. May reenroll for a maximum of 2 credits if different topic is taken.
Independent study in psychology.
- 252A. Political Science**
Fall, Winter, Spring. 3(3-0) or 4(3-0)
May reenroll for a maximum of 8 credits if different topic is taken.
Study in the discipline of political science with selected periods, topics, and issues.
- 252B. Independent Study in Political Science**
Fall, Winter, Spring. 1 credit. May reenroll for a maximum of 2 credits if different topic is taken.
Independent study in political science.
- 253A. Economics**
Fall, Winter, Spring. 3(3-0) or 4(3-0)
May reenroll for a maximum of 8 credits if different topic is taken.
Study in discipline of economics with selected schools, economies, areas, and topics.
- 253B. Independent Study in Economics**
Fall, Winter, Spring. 1 credit. May reenroll for a maximum of 2 credits if different topic is taken.
Independent study in economics.
- 254A. Geography**
Fall, Winter, Spring. 3(3-0) or 4(3-0)
May reenroll for a maximum of 8 credits if different topic is taken.
Study in the discipline of geography with selected areas of the world, cultures, topics, and issues.
- 254B. Independent Study in Geography**
Fall, Winter, Spring. 1 credit. May reenroll for a maximum of 2 credits if different topic is taken.
Independent study in geography.
- 255A. Anthropology**
Fall, Winter, Spring. 3(3-0) or 4(3-0)
May reenroll for a maximum of 8 credits if different topic is taken.
An introduction to the work and interests of anthropologists, for the purpose of providing general education in the social sciences.
- 255B. Independent Study in Anthropology**
Fall, Winter, Spring. 1 credit. May reenroll for a maximum of 2 credits if different topic is taken.
Independent study in anthropology.
- 259A. Interdisciplinary Studies in Social Science**
Fall, Winter, Spring. 3(3-0) or 4(3-0)
May reenroll for a maximum of 8 credits if different topic is taken.
Special interdisciplinary studies related to the social sciences.
- 259B. Independent Study in Interdisciplinary Studies in Social Science**
Fall, Winter, Spring. 1 to 4 credits. May reenroll for a maximum of 8 credits if different topic is taken.
Independent interdisciplinary study related to the social sciences.
- 299. Perspectives on Higher Education**
Fall, Winter, Spring. 4(4-0)
American university education examined through critical views, educational philosophies, components and divisions of an undergraduate education, educational value systems. Synthesis through development of a personal educational rationale and plan.
- 310. Writing for Prelaw Students**
Fall, Winter, Spring. 3(3-0)
Provides a step-by-step process for organizing and writing a legal argument. Emphasizes a logical, clear, and persuasive style.
- 319A. Interdisciplinary Studies in the Natural Sciences**
Fall, Winter, Spring. 3(3-0) or 4(3-0)
May reenroll for a maximum of 8 credits. Juniors or approval of college.
Study of a theme or topic from the perspectives of at least two disciplines.
- 329B. Interdisciplinary Independent Study in the Natural Sciences**
Fall, Winter, Spring. 1 to 4 credits. May reenroll for a maximum of 8 credits. Juniors or approval of college.
Independent study of a theme or topic from the perspectives of at least two disciplines.
- 335A. Film and Drama, a Comparison**
Winter, Spring. 3(3-2) Juniors; JMC
335B concurrently.
A comparison of dramatic and cinematic forms with primary emphasis on the unique attributes of each medium that create differing impacts and responses on the reader/viewer.
- 335B. Independent Study in Film and Drama**
Winter, Spring. 1 credit. Juniors; JMC
335A concurrently.
Independent study extending major concepts and materials introduced in JMC 335A.
- 339A. Interdisciplinary Studies in the Arts and Humanities**
Fall, Winter, Spring. 3(3-0) or 4(3-0)
May reenroll for a maximum of 8 credits. Juniors or approval of college.
Study of a theme or topic from the perspectives of at least two disciplines.
- 339B. Interdisciplinary Independent Study in the Arts and Humanities**
Fall, Winter, Spring. 1 to 4 credits. May reenroll for a maximum of 8 credits. Juniors or approval of college.
Independent study of a theme or topic from the perspectives of at least two disciplines.
- 359A. Interdisciplinary Studies in the Social Sciences**
Fall, Winter, Spring. 3(3-0) or 4(3-0)
May reenroll for a maximum of 8 credits. Juniors or approval of college.
Study of a theme or topic from the perspectives of at least two disciplines.
- 359B. Interdisciplinary Independent Study in the Social Sciences**
Fall, Winter, Spring. 1 to 4 credits. May reenroll for a maximum of 8 credits. Juniors or approval of college.
Independent study of a theme or topic from the perspectives of at least two disciplines.
- 380. Issues in Science and Religion**
Winter. 4(4-0) Juniors or approval of department. Interdepartmental with the Departments of Natural Science and Religious Studies and administered by the Department of Religious Studies.
History of relationships between science and religion. Methods of science and religion. Attempts at resolution of conflicts and formation of new syntheses.
- 389A. Interdisciplinary Special Topics**
Fall, Winter, Spring. 3(3-0) or 4(3-0)
May reenroll for a maximum of 8 credits if different topic is taken.
Special studies relating material from several disciplines.
- 389B. Independent Study in Interdisciplinary Special Topics**
Fall, Winter, Spring. 1 to 4 credits. May reenroll for a maximum of 8 credits.
Independent study of topics relating material from several disciplines.
- 390. Problem Analysis**
Fall. 4(4-0) Juniors or approval of college.
Problem analysis skills and application within a context of problem solving, with an emphasis on analyzing personal, local and national-international level problems within the major divisions of knowledge.
- 391. Societal Issues and Values**
Winter. 4(4-0) Completion of general education requirements or approval of college.
Analysis of value questions within major social issues and problems, and their relationship to large-scale social decision-making processes. Relationship of personal values to broader systems of thought.
- 392. Theory and Practice of Group Interaction**
Spring. 4(3-2) Junior majors in Justin Morrill College or approval of college.
Systematic theories and propositions of group behavior as well as directed group exercises as a basis for the development of both instrumental (task) and expressive (social-emotional) group interaction skills.
- 400A. Independent Study**
Fall, Winter, Spring, Summer. 2 to 12 credits. Approval of college.
Study in a selected number of ways on a selected number of topics under the guidance of the student's adviser.
- 400B. Field Study**
Fall, Winter, Spring, Summer. 4 to 15 credits. May reenroll for a maximum of 27 credits. Approval of college.
Study in off-campus situations in a variety of ways using involvement in community service, government, or business as means to cultural insight.
- 400C. Foreign Study**
Fall, Winter, Spring, Summer. 4 to 15 credits. May reenroll for a maximum of 27 credits. Approval of college.
Study abroad in a variety of places under the guidance of an adviser.
- 410. Writing: Style and Technique**
Fall, Winter, Spring. 3 to 8 credits. May reenroll for a maximum of 8 credits. ATL 123.
Intensive individual and seminar instruction in advanced composition.

434. Critical Issues in Dance
Winter. 3(3-0) Seniors in Dance Field of Concentration or approval of college.
Development of aesthetic values and opinions through analysis of critical issues in dance. Sophistication of individual dance philosophies.

491H. Perspectives in the Social Sciences and Humanities
Fall, Winter, Spring. 2 to 6 credits. May reenroll for a maximum of 12 credits if different topic is taken. Juniors, approval of Honors College, or approval of instructor. Interdepartmental with the colleges of Arts and Letters and Social Science and administered by the College of Arts and Letters.

An integration of subject matter and methodologies of several disciplines as they are relevant to particular topic areas.

497. Senior Project
Fall, Winter, Spring. 3 to 5 credits. Seniors.

Project stressing integration and synthesis of a student's field of concentration under the guidance of the student's adviser.

498. Senior Thesis
Fall, Winter, Spring. 3 to 5 credits. Seniors.

Thesis stressing integration and synthesis of a student's field of concentration under the supervision of a faculty member.

499. Senior Seminar
Fall, Winter, Spring. 3 credits. Seniors.

Seminar on selected topics, stressing synthesis and integration of student's area of concentration.

LABOR AND INDUSTRIAL RELATIONS

LIR

College of Social Science

801. Labor in Twentieth Century America
Fall, Winter. 4(3-0) Approval of school.
Review of the history of American labor and its evolving structure and an analysis of current problems facing unions.

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) Approval of school.
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) LIR 809, EC 457 or approval of school. 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 Department of Sociology.
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) 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.

832. Data Sources in Labor and Industrial Relations
Fall, Winter, Spring. 3(3-0) One undergraduate statistics course and approval of school.
Review evaluation and utilization of published data on labor and industrial relations. Methods of presentation, report writing. Index numbers, time series decomposition.

834. Survey Methods in Labor and Industrial Relations
Fall, Spring. 3(3-0) One undergraduate statistics course and approval of school.
Design and conduct of data collection operations applied to labor and industrial relations. Sample design and sampling procedures. Design of questionnaires and interview schedules. Field operations. Data editing and coding.

841. Collective Bargaining in Public Employment
Spring, Summer. 4(3-0) LIR 858, LIR 863, 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) LIR 801, LIR 858, LIR 863, or approval of school.
Comparative analysis of industrial relations systems of countries in various stages of economic development.

857. Wage Theory
Fall. 3(3-0) EC 320, EC 324, or approval of school. Interdepartmental with and administered by the Department of Economics.
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, or 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) LIR 858, LIR 863 or approval of school.
Grievance procedure and arbitration as the terminal step in the grievance process. Analysis of industrial common law.

868. Equal Employment Opportunity and Occupational Safety and Health Policy
Spring. 4(4-0)
Major emphasis on government policies to promote equal employment opportunity, their scope and impact on collective bargaining. Attention also given to governmental policies to protect workers from substandard working conditions.

881. Advanced Seminar in Labor and Industrial Relations
Spring. 4(4-0) May reenroll 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.