

**LABOR AND
INDUSTRIAL
RELATIONS**

LIR

College of Social Science

- 801. Labor in Twentieth Century America**
Fall, Winter, Spring. 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, Spring. 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**
Winter. 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**
Spring. 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, Winter, Summer. 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, Spring. 4(3-0) Approval of school.
A social system approach to employment relations and employee utilization in private and public organizations.

- 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 topics are 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. Solidification 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.

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

825. Employee Compensation and Incentives
Spring, Summer. 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
Fall, Summer. 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, Summer. 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, Summer. 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
Spring. 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. Collective Bargaining
Fall, Winter, Spring. 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, Summer. 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
Winter. 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.

895. Readings in Labor and Industrial Relations
Fall, Winter, Spring, Summer. Variable credit. May reenroll for a maximum of 8 credits. Approval of school.

899. Master's Thesis Research
Fall, Winter, Spring, Summer. Variable credit. May reenroll for a maximum of 9 credits. Approval of school.

911. Seminar in Manpower
Summer. 4(3-0) Approval of school.
Critical study of research and policy on selected manpower problems.

923. Seminar in Organizational Behavior
Winter. 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 and Trade Union Behavior
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
Spring. 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.

621. Integrative Clinical Problems
Fall, Winter, Spring, Summer. 2(0-6) to 4(0-12) May reenroll for a maximum of 12 credits. Approval of department.

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

642. Special Problems-Research
Fall, Winter, Spring, Summer. 2 to 4 credits. May reenroll for a maximum of 8 credits. LSM 650 or LSM 660 or LSM 670, approval of department.
Research related to a large animal specialty.

650. Equine Clerkship I
Fall, Winter, Spring, Summer. 4 credits. Satisfactory completion of term 8 of the professional veterinary curriculum, approval of department.

Concepts and supervised practice in equine medicine. Emphasis on diagnosis, prognosis, treatment and disease prevention.

652. Equine Clerkship II
Fall, Winter, Spring, Summer. 4 credits. LSM 650 and approval of department.
Advanced, supervised equine medicine and surgery.

654. Equine Clerkship III
Fall, Winter, Spring, Summer. 4 credits. LSM 652 and approval of department.
In-depth, supervised equine medicine and surgery.

656. Large Animal Anesthesiology Clerkship I
Fall, Winter, Spring, Summer. 4 credits. Satisfactory completion of term 8 of the professional veterinary curriculum, LSM 650, approval of department.

Concepts and supervised practice in large animal anesthesiology.

660. Ambulatory Clerkship I
Fall, Winter, Spring, Summer. 4 credits. Satisfactory completion of term 8 of the professional veterinary curriculum, approval of department.

Concepts and supervised practice in ambulatory clinics. Emphasis is on diagnosis, prognosis, treatment and disease prevention.

662. Ambulatory Clerkship II
Fall, Winter, Spring, Summer. 4 credits. LSM 660, approval of department.
Advanced, supervised ambulatory clinics.