

**876. The Press in Communist East Europe**  
 Winter. 4(4-0) 475; approval of school.

Effects of political, economic and cultural stresses on philosophy and function of the press. Changing nature of journalism and its practitioners. Major focus on Yugoslavia.

**877. The Press in Latin America**  
 Spring. 4(4-0) 475; approval of school.

Historical roots of the press; techniques of control; the journalist and his audiences; political, economic, legal, and cultural barriers to communication; the journalist's role; the press as a social institution.

**878. The Press in Asia's Developing Countries**  
 Winter. 4(4-0) 475. Approval of instructor.

The press and strategies for modernization in developing countries in Asia; historical development, legal-constitutional settings, cultural diversities, socio-psychological constructs and geographical requirements; Western influences and rise of the vernacular press.

**890. Special Problems**  
 Fall, Winter, Spring, Summer. 1 to 12 credits.

**899. Research**  
 Fall, Winter, Spring. Variable credit. Approval of school.

**900. Readings in Journalism**  
 Fall, Summer. 4 credits. May re-enroll for a maximum of 12 credits.

Intensive reading in selected areas of the history and present state of the American or foreign press.

**901. Seminar in Journalism**  
 Winter. 4 credits. May re-enroll for a maximum of 12 credits.

Reading, research and discussion in selected areas of journalism focusing on important men, institutions, ideas, theories and trends in American or foreign press.

**902. Special Projects**  
 Spring. 4 credits. May re-enroll for a maximum of 12 credits. Individual reading and research.

Study in the discipline of literature with selected topics, periods, and genres. Occasionally offered in the foreign languages of the College.

**231B. Literature**  
 Fall, Winter, Spring. 1 credit. May re-enroll 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 re-enroll for a maximum of 8 credits if different topic is taken.

Study in the discipline of the philosophy with selected thinkers, methods and issues. Offered occasionally in the foreign languages of the College.

**232B. Philosophy**  
 Fall, Winter, Spring. 1 credit. May re-enroll 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 re-enroll for a maximum of 8 credits if different topic is taken.

Study in the discipline of religion with selected religions, figures, literature, and topics. Occasionally offered in the foreign languages of the College.

**233B. Religion**  
 Fall, Winter, Spring. 1 credit. May re-enroll 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 re-enroll 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. Occasionally offered in the foreign languages of the College.

**234B. Fine Arts**  
 Fall, Winter, Spring. 1 credit. May re-enroll for a maximum of 2 credits if different topic is taken. Independent study in fine arts.

**239A. Interdisciplinary Studies in Arts and Humanities**  
 Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll for a maximum of 8 credits if different topic is taken.

Special interdisciplinary studies related to the arts and humanities.

**239B. Interdisciplinary Studies in Arts and Humanities**  
 Fall, Winter, Spring. 1 to 4 credits.

May re-enroll for a maximum of 8 credits if different topic is taken. Independent interdisciplinary study related to the arts and humanities.

**Social Sciences**

**250A. Sociology**  
 Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll for a maximum of 8 credits if different topic is taken.

Study in the discipline of sociology with selected topics and schools. Occasionally offered in the foreign languages of the college.

**250B. Sociology**  
 Fall, Winter, Spring. 1 credit. May re-enroll 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 re-enroll for a maximum of 8 credits if different topic is taken.

Study in the discipline of psychology with selected schools, topics, and figures. Occasionally offered in the foreign languages of the College.

**251B. Psychology**  
 Fall, Winter, Spring. 1 credit. May re-enroll 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 re-enroll for a maximum of 8 credits if different topic is taken.

Study in the discipline of political science with selected periods, topics, and issues. Occasionally offered in the foreign languages of the College.

**252B. Political Science**  
 Fall, Winter, Spring. 1 credit. May re-enroll 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 re-enroll for a maximum of 8 credits if different topic is taken.

Study in the discipline of economics with selected schools, economies, areas, and topics. Occasionally offered in the foreign languages of the College.

**253B. Economics**  
 Fall, Winter, Spring. 1 credit. May re-enroll 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 re-enroll 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. Occasionally offered in the foreign languages of the College.

**254B. Geography**  
 Fall, Winter, Spring. 1 credit. May re-enroll 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 re-enroll 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. Anthropology**  
 Fall, Winter, Spring. 1 credit. May re-enroll 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 re-enroll for a maximum of 8 credits if different topic is taken.

Special interdisciplinary studies related to the social sciences.

**JUSTIN MORRILL COLLEGE**

**JMC**

**Humanities**

**230A. History**  
 Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll for a maximum of 8 credits if different topic is taken.

Study in the discipline of history with selected periods, areas and topics. Occasionally offered in the foreign languages of the College.

**230B. History**  
 Fall, Winter, Spring. 1 credit. May re-enroll 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 re-enroll for a maximum of 8 credits if different topic is taken.

**259B. Interdisciplinary Studies in Social Science**  
Fall, Winter, Spring. 1 to 4 credits.  
May re-enroll for a maximum of 8 credits if different topic is taken.  
Independent interdisciplinary study related to the social sciences.

## Natural Sciences

**121A. The Nature of Physical Theory**  
(121.) Fall, Winter, Spring. 3(3-0) or 4(3-0)

Selected theories of physical science illustrative of man's attempts to understand his physical surroundings. Inquiry into the aims and methods of science.

**121B. The Nature of Physical Theory**  
(121.) Fall, Winter, Spring. 1 credit.

Laboratory or independent study in the nature of physical theory.

**122A. Biological Continuity**  
(122.) Winter. 3(3-0) or 4(3-0) 121A.

Theory of the gene. Molecular explanations of heredity. Some aspects and implications of human heredity. Background material in cell structure and function and in reproduction.

**122B. Biological Continuity**  
(122.) Winter. 1 credit. 121A.

Laboratory or independent study in biological continuity.

**123A. Man in the Natural World**  
(123.) Spring. 3(3-0) or 4(3-0) 121A.

The great controversies which have centered around man's attempts to explain the origin of the earth's features and the diversity of life on earth. Analysis of these controversies, their social impact, and the man's place in the biological world.

**123B. Man in the Natural World**  
(123.) Spring. 1 credit. 121A.

Laboratory or independent study in the nature of man in the natural world.

**229A. Interdisciplinary Studies in Natural Science**  
Fall, Winter, Spring. 3(3-0) or 4(3-0)  
May re-enroll for a maximum of 8 credits if different topic is taken.

Special interdisciplinary studies related to the natural sciences.

**229B. Interdisciplinary Studies in Natural Science**  
Fall, Winter, Spring. 1 to 4 credits.  
May re-enroll for a maximum of 8 credits if different topic is taken.

Independent interdisciplinary study related to the natural sciences.

**320A. Science and Culture**  
Fall, Winter, Spring. 3(3-0) or 4(3-0)  
May re-enroll for a maximum of 12 credits if different topics are taken. 121A.

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.

**320B. Science and Culture**  
Fall, Winter, Spring. 1 credit. May re-enroll for a maximum of 3 credits if different topics are taken.  
Independent study in science and culture.

**321A. Studies in Science**  
(321.) Fall, Winter, Spring. 3(3-0) or 4(3-0). May re-enroll for a maximum of 12 credits if different topics are taken. 121A.  
Studies in selected topics and areas of the natural sciences.

**321B. Studies in Science**  
(321.) Fall, Winter, Spring. 1 credit. May re-enroll for a maximum of 3 credits if different topics are taken. 121A.

Independent study in topics or areas of the natural sciences.

## Inquiry and Expression

**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**  
(101A., 101B.) Winter, Spring. 4(4-0)

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

**102. Inquiry and Expression—Individual Writing Projects**  
(102A., 102B.) Winter, Spring. 4(4-0)  
A 3.0 grade in 100 or 101.

Lectures, films, readings, and group discussion. Writing assignments adapted to the individual student; personal essays, verse, fiction, or special types of exposition. Students attend the same lectures and films as students in 101.

**103. Experiments in Expression**  
(103A, 103B.) Winter, Spring. 4(4-0)  
3.0 in 100 or 101.

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.

## Languages

### French

**104A. French Track I**  
Fall. 5(5-0) 104B concurrently.

Intensive study of French, for students with no previous training, leading to proficiency in understanding, speaking, reading and writing, through lectures, recitation and laboratory practices.

**104B. French Track I**  
Fall. 3 credits. 104A concurrently.  
Oral practice.

**165A. French Track I**  
Winter. 5(5-0) 104A, 104B; 165B concurrently.  
Continuation of 104A.

**165B. French Track I**  
Winter. 3 credits. 165A concurrently.  
Oral practice. Continuation of 104B.

**204A. French Track II**  
(201A.) Fall. 4(4-0) Two years high school French, placement test. 204B concurrently.

Intensive study of French for oral understanding, speaking, reading and writing, to permit enriched cultural insight.

**204B. French Track II**  
(201B.) Fall. 3 credits. Two years high school French, placement test. 204A concurrently.  
Oral practice.

**246A. French Track I**  
Spring. 5(5-0) 165A, 165B; 246B concurrently.  
Continuation of 165A.

**246B. French Track I**  
Spring. 3(3-0) 246A concurrently.  
Oral practice. Continuation of 165B.

**265A. French Track II**  
(262A.) Winter. 4(4-0) 204A, 204B; 265B concurrently.  
Continuation of 204A.

**265B. French Track II**  
(262B.) Winter. 3 credits. 265A concurrently.  
Oral practice. Continuation of 204B.

**306A. French Track II**  
(303A.) Spring. 4(4-0) 265A, 265B; 306B concurrently.  
Continuation of 265A.

**306B. French Track II**  
(303B.) Spring. 3 credits. 306A concurrently.  
Oral practice. Continuation of 265B.

**224A. French Track III**  
(221A.) Fall. 4(4-0) Three years high school French, placement test. 224B concurrently.

Intensive study of French for oral understanding, speaking, reading, and writing to permit enriched cultural insight.

**224B. French Track III**  
(221B.) Fall. 2 credits. Three years high school French, placement test. 224A concurrently.  
Oral practice.

**285A. French Track III**  
(282A.) Winter. 4(4-0) 224A, 224B; 285B concurrently.  
Continuation of 224A.

**285B. French Track III**  
(282B.) Winter. 2 credits. 285A concurrently.  
Oral practice. Continuation of 224B.

**336A. French Track III**  
(333A.) Spring. 4(4-0) 285A, 285B; 336B concurrently.  
Continuation of 285A.

**336B. French Track III**  
(333B.) Spring. 2 credits. 336A concurrently.  
Oral practice. Continuation of 285B.

**274A. French Track IV**  
 (271A.) Fall. 3(3-0) Four years high school French, placement test. 274B concurrently.  
 Intensive study of French for oral understanding, speaking and writing to permit enriched cultural insight.

**274B. French Track IV**  
 (271B.) Fall. 2 credits. Four years high school French, placement test. 274A concurrently.  
 Oral practice.

**324A. French Track IV**  
 (322A.) Winter. 3(3-0) 274A, 274B; 324B concurrently.  
 Continuation of 274A.

**324B. French Track IV**  
 (322B.) Winter. 2 credits. 324A concurrently.  
 Oral practice. Continuation of 274B.

**356A. French Track IV**  
 (353A.) Spring. 3(3-0) 324A, 324B; 356B concurrently.  
 Continuation of 324A.

**356B. French Track IV**  
 (353B.) Spring. 2 credits. 356A concurrently.  
 Oral practice. Continuation of 324B.

**Russian**

**105A. Russian**  
 Fall. 5(5-0) 105B concurrently.  
 Intensive study of Russian for oral understanding, speaking, reading, and writing to permit enriched cultural insight.

**105B. Russian**  
 Fall. 3(2-2) 105A concurrently.  
 Oral practice.

**166A. Russian**  
 Winter. 5(5-0) 105A; 166B concurrently.  
 Continuation of 105A.

**166B. Russian**  
 Winter. 3(2-2) 105B; 166A concurrently.  
 Continuation of 105B.

**227A. Russian**  
 Spring. 5(5-0) 166A; 227B concurrently.  
 Continuation of 166A.

**227B. Russian**  
 Spring. 3(2-2) 166B; 227A concurrently.  
 Continuation of 166B.

**Spanish**

**106A. Spanish Track I**  
 Fall. 5(5-0) 106B concurrently.  
 Intensive study of Spanish for students, with no previous training, leading to proficiency in understanding, speaking, reading and writing, through lectures, recitations and laboratory practices.

**106B. Spanish Track I**  
 Fall. 3 credits. 106A concurrently.  
 Oral practice.

**167A. Spanish Track I**  
 Winter. 5(5-0) 106A, 106B; 167B concurrently.  
 Continuation of 106A.

**167B. Spanish Track I**  
 Winter. 3 credits. 167A concurrently.  
 Oral practice. Continuation of 106B.

**216A. Spanish Track II**  
 (206A.) Fall. 4(4-0) Two years high school Spanish, placement test. 216B concurrently.  
 Intensive study of Spanish for oral understanding, speaking, reading, and writing to permit enriched cultural insight.

**216B. Spanish Track II**  
 (206B.) Fall. 3 credits. Two years high school Spanish, placement test. 216A concurrently.  
 Oral practice.

**228A. Spanish Track I**  
 Spring. 5(5-0) 167A, 167B; 228B concurrently.  
 Continuation of 167A.

**228B. Spanish Track I**  
 Spring. 3 credits. 228A concurrently.  
 Oral practice. Continuation of 167B.

**277A. Spanish Track II**  
 (267A.) Winter. 4(4-0) 216A, 216B; 277B concurrently.  
 Continuation of 216A.

**277B. Spanish Track II**  
 (267B.) Winter. 3 credits. 277A concurrently.  
 Oral practice. Continuation of 216B.

**318A. Spanish Track II**  
 (308A.) Spring. 4(4-0) 277A, 277B; 318B concurrently.  
 Continuation of 277A.

**318B. Spanish Track II**  
 (308B.) Spring. 3 credits. 318A concurrently.  
 Oral practice. Continuation of 277B.

**236A. Spanish Track III**  
 (226A.) Fall. 4(4-0) Three years high school Spanish, placement test. 236B concurrently.  
 Intensive study of Spanish for oral understanding, speaking, reading, and writing to permit enriched cultural insight.

**236B. Spanish Track III**  
 (226B.) Fall. 2 credits. Three years high school Spanish, placement test. 236A concurrently.  
 Oral practice.

**297A. Spanish Track III**  
 (287A.) Winter. 4(4-0) 236A, 236B; 297B concurrently.  
 Continuation of 236A.

**297B. Spanish Track III**  
 (287B.) Winter. 2 credits. 297A concurrently.  
 Oral practice. Continuation of 236B.

**348A. Spanish Track III**  
 (338A.) Spring. 4(4-0) 297A, 297B; 348B concurrently.  
 Continuation of 297A.

**348B. Spanish Track III**  
 (338B.) Spring. 2 credits. 348A concurrently.  
 Oral practice. Continuation of 297B.

**286A. Spanish Track IV**  
 (276A.) Fall. 3(3-0) Four years high school Spanish, placement test. 286B concurrently.  
 Intensive study of Spanish for oral understanding, speaking, and writing to permit enriched cultural insight.

**286B. Spanish Track IV**  
 (276B.) Fall. 2 credits. Four years high school Spanish, placement test. 286A concurrently.  
 Oral practice.

**337A. Spanish Track IV**  
 (327A.) Winter. 3(3-0) 286A, 286B; 337B concurrently.  
 Continuation of 286A.

**337B. Spanish Track IV**  
 (327B.) Winter. 2 credits. 337A concurrently.  
 Oral practice. Continuation of 286B.

**368A. Spanish Track IV**  
 (358A.) Spring. 3(3-0) 337A, 337B; 368B concurrently.  
 Continuation of 337A.

**368B. Spanish Track IV**  
 (358B.) Spring. 2 credits. 368A concurrently.  
 Oral practice. Continuation of 337B.

**Independent, Field, and Foreign Study**

**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 12 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 12 credits. Approval of college.  
 Study abroad in a variety of places under the guidance of an adviser.

**Other JMC Courses**

**141A. Studies in Language and Culture**  
 Fall. 3(3-0) 141B concurrently.  
 Analysis of language in human culture and of language learning to acquaint the student with a broad knowledge of the nature and function of language with illustrations from a variety of languages, ancient and modern.

**141B. Studies in Language and Culture**  
Fall. 1 credit. 141A concurrently.  
Independent study in language and culture.

**142A. Studies in Language and Culture**  
Winter. 3(3-0) 141A or approval of college; 142B concurrently.

Lectures on the basic concepts of phonetics and phonemics with intensive drills in the recognition, transcription and reproduction of sound, rhythm, tone and intonation to prepare students to transcribe any language he may study. Phonemic drills will be possible for the language students to study in the following term.

**142B. Studies in Language and Culture**  
Winter. 1 credit. 142A concurrently.  
Independent study in language and culture.

**389A. Interdisciplinary Special Topics**  
Fall, Winter, Spring. 3(3-0) or 4(3-0)  
May re-enroll for a maximum of 8 credits if different topic is taken.  
Special studies relating material from several disciplines.

**389B. Interdisciplinary Special Topics**  
Fall, Winter, Spring. 1 to 4 credits.  
May re-enroll for a maximum of 8 credits.  
Independent study of topics relating material from several disciplines.

**410. Studies in Composition**  
Fall, Winter, Spring. 4 to 8 credits.  
103.  
Intensive individual and seminar instruction in advanced composition.

**499. Senior Seminar**  
Fall, Winter, Spring. 3 to 5 credits.  
Seniors.  
Study of selected topics of international and cross-cultural significance in small groups. Each student will be expected to approach his topic from at least two disciplinary points of view.

## LABOR AND INDUSTRIAL RELATIONS

LIR

### College of Social Science

**801. Labor in Twentieth Century America**  
Fall, Winter. 4(3-0) EC 305 or approval of school.  
Review of the history of American labor and its evolving structure and an analysis of current problems facing unions.

**803. 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 credits. 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 and administered jointly with the Economics Department.  
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.