

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.

**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.

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.

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

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 philosophy with selected thinkers, methods and issues.

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.

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.

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.

339A. Interdisciplinary Studies in the Arts and Humanities

Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll 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 re-enroll 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.

Social Sciences

IDC. The Role of the Helping Professions and Organizations in Community Service

For course description, see Interdisciplinary Courses.

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.

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.

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.

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, economics, areas, and topics.

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.

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.

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.

359A. Interdisciplinary Studies in the Social Sciences

Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll 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.

**Descriptions — Justin Morrill College
of
Courses**

359B. Interdisciplinary Independent Study in the Social Sciences

Fall, Winter, Spring. 1 to 4 credits. May re-enroll 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.

Natural Sciences

121A. The Nature of Physical Theory

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

Fall, Winter, Spring. 1 credit.

Laboratory or independent study in the nature of physical theory.

122A. Biological Continuity

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

Winter. 1 credit. 121A.

Laboratory or independent study in biological continuity.

123A. Man in the Natural World

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 man's place in the biological world.

123B. Man in the Natural World

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

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

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.

329A. Interdisciplinary Studies in the Natural Sciences

Fall, Winter, Spring. 3(3-0) or 4(3-0)

May re-enroll 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 re-enroll 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.

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**

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**

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

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.

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 15 credits. May re-enroll 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 re-enroll for a maximum of 27 credits. Approval of college.

Study abroad in a variety of places under the guidance of an adviser.

Other JMC Courses

190A. Approaches to a Life of Inquiry

Fall. 4(3-0) 190B concurrently.

Small group experience, coordinated with 190B, emphasizing writing. Secondary focus on group processes for learning and on speaking and discussion skills.

190B. Approaches to a Life of Inquiry

Fall. 4(5-0) 190A concurrently.

Large group experience, coordinated with 190A, with presentations relevant to the skills development of 190A and to a student's relationship to the academic options available.

191A. Approaches to a Life of Inquiry

Winter. 4(3-0) 190A and B or approval of college. 191B concurrently.

Small group experience, coordinated with 191B, with continued emphasis on writing competent term papers, reports and essay examinations, and additional focus on listening and seeing effectively and on research skills.

191B. Approaches to a Life of Inquiry

Winter. 4(5-0) 190A and B or approval of college. 191A concurrently.

Large group experience, coordinated with 191A, with presentations relevant to the skills development indicated in 191A and to the student's understanding of group process.

192A. Approaches to a Life of Inquiry

Spring. 4(3-0) 191A and B or approval of college. 192B concurrently.

Small group experience, coordinated with 192B, for continued development of learning and communicating skills and focusing on a section of the large group project of 192B.

192B. Approaches to a Life of Inquiry

Spring. 4(5-0) 191A and B or approval of college. 192A concurrently.

A large group project, coordinated with 192B, such as an environmental study or political simulation, built on and integrating the skills in group dynamics, research methods and effective communication developed in 190A and B and 191A and B.

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.

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 guid-
ance 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 concentra-
tion.

LABOR AND INDUSTRIAL RELATIONS

LIR

College of Social Science

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

IDC. Seminar in Industrial Relations
For course description, see Interdis-
ciplinary 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 pro-
grams against poverty and insecurity. Integra-
tion with manpower programs. Relation be-
tween public and private programs.

815. Labor Force Behavior
Spring. 4(4-0) EC 457. Interdepart-
mental with the Department of Economics.
Theoretical and empirical analysis of factors af-
fecting labor force participation rates, unemploy-
ment levels, employment distribution, hours of
work, and labor mobility. Concepts and meas-
urement methods.

817. Methods of Program Evaluation
Winter. 4(3-0) Approval of school.
Principles of benefit-cost analysis, cost-effec-
tiveness analysis, and other methods of evalua-
tion applicable to human resource programs.

**823. Organizational Behavior in
Labor and Industrial Relations**
Fall. 4(4-0) Approval of school. Inter-
departmental 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 rela-
tions and employee utilization in private and
public organizations.

**825. Employee Compensation and
Incentives**
Spring. 4(3-0) MGT 810 or ap-
proval of school.
Theory and practice of payment systems in
private and public employment. Compensa-
tion and motivation. Job evaluation and per-
formance review. Incentive plans, executive
compensation, and fringe benefits.

826. Organizational Development
Spring. 4(4-0) Approval of school.
Application of general systems and organiza-
tional behavior theories to the problems of
organizational change and development in labor
and industrial relations, with particular em-
phasis 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 under-
graduate 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 bargain-
ing 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 econ-
omic 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 deter-
mination; labor market research; economic
effects of collective bargaining upon the na-
tional wage structure, output, employment, dis-
tribution of national income, the price level;
nature and effects of government wage policies.

858. Industrial Relations
Winter. 3 credits. EC 305 and ap-
proval of department. Open to graduate stu-
dents in economics and related fields such as
labor and industrial relations, psychology, soci-
ology, anthropology, political science, business,
and history. Interdepartmental and adminis-
tered 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 ac-
tivity; legal framework of contract negotiations;
representation of bargaining unit members; un-
ion member rights; proposed statutory changes.

**865. Grievance Administration and
Arbitration**
Winter, Spring. 4(3-0) Approval of
school.
Grievance procedure and arbitration as the ter-
minal 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 cred-
its or approval of school.
Integrative and synthesizing seminar for ad-
vanced students; intensive analysis of selected
problems in labor and industrial relations.

**895. Readings in Labor and Industrial
Relations**
Fall, Winter, Spring, Summer. Vari-
able credit. May re-enroll for a maximum of 8
credits. Approval of school.

**899. Research in Labor and Industrial
Relations**
Fall, Winter, Spring, Summer. Vari-
able 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 prob-
lems 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.