

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. Special Topics in Labor and Industrial Relations
Winter. 2(2-0) to 4(4-0) May reenroll for a maximum of 8 credits. Twelve graduate credits or approval of school.
Intensive analysis of special topics in collective bargaining, employment relations, or manpower.

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.

Descriptions – LARGE ANIMAL SURGERY AND MEDICINE

of Courses

664. Ambulatory Clerkship III
Fall, Winter, Spring, Summer. 4 credits. LSM 662, approval of department. In-depth, supervised farm animal medicine and surgery.

666. Herd Health Clerkship I
Fall, Winter, Spring, Summer. 4 credits. LSM 660, approval of department. Concepts and supervised procedures for preventing health problems in herds maintained for food and fiber production.

670. Food Animal 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 food animal medicine. Emphasis on diagnosis, prognosis, treatment and disease prevention.

672. Food Animal Clerkship II
Fall, Winter, Spring, Summer. 4 credits. LSM 670, approval of department. Advanced, supervised food animal surgery and medicine.

674. Preceptorial Clerkship
(603.) Fall, Winter, Spring, Summer. 8(0-24) to 16(0-48) May reenroll for a maximum of 16 credits. LSM 660, LSM 670, approval of department. Students may not receive credit in both V M 610 and LSM 674. Applied large animal clinical science. Students participate in all activities in assigned private practices tutored by practitioners with adjunct faculty appointments.

809. Problems in Large Animal Surgery
Fall, Winter, Spring, Summer. Variable credit.

811. Problems in Large Animal Medicine
Fall, Winter, Spring, Summer. Variable credit.

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

825. Fundamental Biomedical Experimental Techniques
Fall. 3(2-3) Students enrolled in a graduate degree program and approval of instructor. Fundamentals of humane treatment of animals, anesthesia, aseptic techniques, instrumentation, suture materials and patterns, tissue handling and woundhealing for experimental animal research.

899. Master's Thesis Research
Fall, Winter, Spring, Summer. Variable credit. May reenroll for a maximum of 18 credits. Approval of department. Research on thesis problems.

921. Pathology of Nutritional and Metabolic Diseases
Summer of even-numbered years. 4(3-2) Approval of department; PTH 404 or ANT 420. ANS 525, BCH 452, HNF 462 recommended. Interdepartmental with Human Nutrition and Foods and the departments of Animal Husbandry, and Pathology. Administered by Human Nutrition and Foods. Development, physiopathology and morphologic pathology of nutritional and metabolic diseases including carbohydrate, protein, fatty acid, vitamin and mineral deficiencies, their experimental induction and their medical or economic significance.

LATIN

See Romance and Classical 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 reenroll for a maximum of 18 credits. Approval of department. Work in areas outside regular course offerings.

360. World Literature in English
(315.) Fall. 3(3-0) Interdepartmental with and administered by the Department of English. 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.

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

362. Genres and Themes in World Literature
(317.) Spring. 3(3-0) Interdepartmental with and administered by the Department of English. Work will center each term round a single literary genre, type or theme. Typical examples: 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 reenroll for a maximum of 18 credits. Approval of department. Work in areas outside regular course offerings.

African Languages AFR

101. African Languages—Elementary
Fall. 4(4-1) May reenroll for AFR 101-102-103 sequence in more than one African language. Comprehension and speaking taught by a linguist 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, 4(4-1) May reenroll for AFR 101-102-103 sequence in more than one African language. AFR 101. Continuation of AFR 101.

103. African Languages—Elementary
Spring. 4(4-1) May reenroll for AFR 101-102-103 sequence in more than one African Language. AFR 102. Continuation of AFR 102.

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

201. African Languages—Intermediate
Fall. 4(5-0) May reenroll for AFR 201-202-203 sequence in more than one African language. AFR 103 in appropriate language or approval 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 reenroll for AFR 201-202-203 sequence in more than one African Language. AFR 201. Continuation of AFR 201.

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

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

420. African Literature in Translation
Fall, Winter, Spring. 3(3-0) May reenroll 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 literatures of the world.

450. African Languages—Advanced
Fall, Winter, Spring. Variable credit. May reenroll for a maximum of 18 credits. Approval of department. Advanced training or specialized research in particular African languages.

Arabic ARB

101. Elementary Arabic
Fall. 4(4-1) Introduction to Modern Standard Arabic, with pronunciation and conversation practice, reading and writing, and basic grammatical analysis.

102. Elementary Arabic
Winter. 4(4-1) ARB 101. Continuation of ARB 101.

103. Elementary Arabic
Spring. 4(4-1) ARB 102. Continuation of ARB 102.