October 2006

* ILR School Theses and Dissertations: A Listing

Susan LaCette
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* ILR School Theses and Dissertations: A Listing

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ILR School Theses and Dissertations: a listing

Compiled by Susan LaCette
M. P. Catherwood Library
October, 2006
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Introductory Materials

About this publication
This publication contains listings of theses and dissertations written to fulfill degree requirements for Master and Doctoral degrees from the School of Industrial and Labor Relations (ILR School) at Cornell University. These listings contain authors, titles, degrees, years, subjects, and, for most post-1968 theses, faculty advisors. The theses titles are organized by author names, degrees, and subject headings. The time period covered is 1946--August 2006, the first 60 years of the ILR School.

Theses included in this publication are written for ILR School degrees. This is not a listing of all Cornell theses in the ILR subject area. Theses and dissertations on ILR subjects are written in many disciplines at Cornell, as the ILR field encompasses topics related to economics, management, statistics, industrial engineering, global studies, law, ergonomics, public policy, psychology, sociology, and more.

Full text of the theses is not provided in this publication. However, most ILR theses and dissertations are available for loan and interlibrary loan from the Cornell University Library. In addition, full text of many recent Cornell theses and dissertations is available through free and subscription online databases.

This publication was compiled to address the demand from current ILR students and from the public for access to the research and writing of graduate students from the ILR School. Current students are interested in the subjects, formats, and faculty advisors of previous ILR School theses. ILR researchers beyond Cornell have an interest in research from the ILR School because it is recognized as one of the world’s most respected educational institutions specializing in workplace studies. The publication of this bibliography coincides with the 60th anniversary of the School, and the theses titles and subjects provide information on trends in workplace research over the School’s tenure.

The New York State School of Industrial and Labor Relations (ILR School) welcomed its first students in November of 1945. The annual report for 1945-46 indicated that there were 11 graduate students in that first year. Seven were studying for a Master of Science degree and four were studying for a Doctor of Philosophy degree.

The 1946-47 annual report stated that there were 12 ILR graduate students and 5 Industrial Education graduate students. Some of the early ILR School theses listed in this publication were for Master of Education or Doctor of Education degrees.

The 1946-47 report also stated that the second M. S. in ILR degree was awarded in February 1947. There was no mention in the annual reports of when the first M.S. in ILR degree was earned, but the Cornell Graduate School’s Advance Degrees Conferred publication listed Donald Adler Strauss as an M.S. in ILR degree recipient in 1946.
There are 975 theses and dissertations listed in this publication. The 428 Doctoral dissertations include 427 Ph.D. and 1 Ed.D. The 547 Masters theses include 11 that were completed to fulfill degree requirements for an M.Ed. or an M.S. in Ed. Twenty-four theses from the 1940s and 1950s were for M.S. in ILR degrees and one, from 1951, was classified as an M. ILR term paper. One additional M.S. in ILR thesis is from the Baruch College/ILR partnership program that began in 1977 and continued into the 1990s, and one M.A. degree from ILR was identified. The remainder and vast majority of the Masters theses were written to fulfill degree requirements for an M.S.

The theses titles and subjects in this listing provide insight into the 60-year history of the School of Industrial and Labor Relations at Cornell and also into the history and evolution of the ILR field.

How the list was compiled
This listing was compiled by consulting Advanced Degrees Conferred (ADC), a three times per year publication from Cornell University’s Graduate School and also by reviewing print and electronic Cornell and ILR alumni directories, School annual reports, and the theses themselves. Rene Tucci, Graduate Programs Administrator at ILR, provided a starting point for this listing by sharing thesis and dissertation information that she and the Graduate Programs office staff had collected.

ADC provides information on all graduate degrees awarded. It is currently published in May, August, and December, a pattern that, with only a few exceptions, has existed since 1943. ADC lists theses written by students who have completed the requirements for Masters and Doctorates. It also lists graduate degrees that are awarded to students in programs that do not require a thesis. At ILR, the Master of Professional Studies (MPS) and the Master of Industrial and Labor Relations (MILR) do not currently require a thesis.

ADC lists the student’s name, information about lesser degrees he or she has obtained, and when applicable, the thesis title, for each graduate degree recipient. From 1968 on, it also provides the student’s department and thesis advisor. This resource was the primary authority for these theses lists.

Since ADC did not list the students’ departments and advisors before 1968, it could not be relied upon to identify ILR graduate degree recipients for the years 1946-1967. It was necessary to rely on alumni directories for names of graduate alumni, which were then compared with degree recipient and theses information in ADC.

This publication sometimes contains alternate dates and names in parenthesis. This indicates that the sources consulted did not agree on this information.

At Cornell, graduate students are generally considered to be affiliated with the departments of their Special Committee chairs. However, there are sometimes instances where ILR faculty members are Committee chairs for students in other Cornell departments. In most instances, the theses of these students are not included in this
listing. Exceptions are when the students were listed in print ILR alumni directories or when the biographical sketches of the authors indicated affiliation with the ILR School. In those cases, the alternate Cornell departments are listed in parentheses.

The theses in this publication are classified by subject headings, which were derived by examining the titles, advisors, and library subject classifications. Each thesis is included under one or more subject headings. Each subject heading listing is organized in reverse chronological order, making it possible to trace research on a current topic back in time. When library subject classifications were available, they were listed under the thesis title.

The Catherwood Library is interested in providing the most accurate information possible on the School’s history and alumni. Please contact us if you can provide additional information on theses and dissertations from the ILR School.

Susan LaCette
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M. P. Catherwood Library
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http://www.ilr.cornell.edu/library/
ilrref@cornell.edu
References

Advanced Degrees Conferred is the authoritative list of recipients of graduate degrees at Cornell. When applicable, it lists theses titles.

Cornell University, Graduate School. *Thesis advisor.*  
[http://www.gradschool.cornell.edu/?p=13](http://www.gradschool.cornell.edu/?p=13)  
The Thesis Advisor web page provides information to current Cornell graduate students on preparing their theses.

Cornell University, ILR School. *Graduate degree programs.*  
[http://www.ilr.cornell.edu/graddegreeprograms/](http://www.ilr.cornell.edu/graddegreeprograms/)  
Current and prospective ILR School students will find information on the graduate degree options on this web page.

Cornell University Library, *Library Gateway*  
[http://www.library.cornell.edu](http://www.library.cornell.edu)  
Researchers can search the Cornell Library Catalog for availability of theses. Information on document delivery and interlibrary loan is also provided.

*DSpace at Cornell University.*  
[http://dspace.library.cornell.edu/index.jsp](http://dspace.library.cornell.edu/index.jsp)  
The Cornell University Graduate School collection contains theses that recent graduate students have made available in this digital repository. Full text of theses and dissertations in the OPEN collection is available to the public.

This was a comprehensive bibliography of theses and dissertations written in the ILR subject area.

New York State School of Industrial and Labor Relations. *Alumni directory; ILR alumni directory.*  
Ithaca, N.Y: New York State School of Industrial and Labor Relations, Cornell University.  
Print versions of the Directory were published irregularly from 1955-2003.

The Annual Reports provide a variety of information on the activities of the ILR School. They usually include statistics and narratives from the academic departments, the library, administrative offices, and the Extension Division.

**ProQuest dissertations and thesis.**
[http://resolver.library.cornell.edu/misc/5799613](http://resolver.library.cornell.edu/misc/5799613)

This database is available to the Cornell community via the Library Gateway. Currently, it includes more than 2 million entries, with coverage from 1861 to the present. Recent theses and dissertations are described by searchable abstracts. Full text of many Cornell theses is available for free through Cornell’s subscription.

ProQuest Information and Learning. *Dissertation services.*

ProQuest provides fee-based access to dissertations through this web site. (Cornell researchers should check ProQuest Dissertations and Thesis for availability before purchasing a dissertation from this source.)

University Industrial Relations Librarians, Committee of University Industrial Relations Librarians, & Committee of Industrial Relations Librarians. (1949-1978). *Industrial relations theses and dissertations accepted at universities.* Berkeley, Institute: of Industrial Relations, University of California.

This was a cooperative compilation that categorized theses written at universities whose libraries participated in Committee of Industrial Relations Librarians. A more concise version of this publication, compiled by J. M. Houkes, for the years, 1949-1969, is listed above.
Alphabetical Listing of ILR School Theses and Dissertations by Authors

ILR School Theses and Dissertations: a listing

Compiled by Susan LaCette
M. P. Catherwood Library
October, 2006
Alphabetical Listing of ILR School Theses and Dissertations by Authors

M.S.

Ph.D.

M.S.

M.S.

M.S.

M.S.

M.S.

---  The geek shall inherit or leave the money and run?: role identities and turnover decisions among software programmers and other high technology employees. 1999.
Ph.D.

Alberti, Giorgio.  Inter-village systems and development: a study of social change in highland Peru. 1970.
Ph.D.

M.S. in Ed.

M.S.

Ph.D.

Allaway, Richard H.  Four analytical approaches toward an understanding of the decision-making process in three retail unions. 1950.
Ph.D.
Ph.D.

Ph.D.

M.S.

M.S.

---  If you let me play : the effects of participation in high school athletics on students’ behavior and economic success. 1998.
Ph.D.

M.S.

Ph.D.

Anderwald, Carl Joseph.  National defense training program for pre-employment machine shop practice in Central New York State; a study of its organization, administration, and supervision, with an appraisal of its contribution. 1947; (1948).
Ph.D.

Ph.D.

M.S. in Ed.

Ph.D.

---  Relationships among psychological differentiation and leadership styles. 1968.
M.S.

Ph.D.
Ph.D.

Armstrong, Albert George. The collective bargaining procedure in Chile. 1969.
M.S.

Ph.D.

M.S.

Ph.D.

Augusta, Virginia Leigh. The growing stratification of the academic labor market: is there permeability from the non-tenure-track to the tenure-track ranks? 2005.
Ph.D.

M.S.

Ph.D.

M.S.

Baderschneider, Jean Ann. The impact of collective bargaining laws covering police and firefighters on municipal expenditures and fiscal strain. 1978.
Ph.D.

M.S.

Ph.D.

Ph.D.
---  The perception of and behavior toward ambiguous stimuli by two groups. 1964.
M.S.

Ph.D.

M.S.

Ph.D.

Ph.D.

M.S.

Bare, Alan C.  Model of work group performance. 1976.
Ph.D.

Barger, Katherine.  Mixtures of exponential distributions to describe the distribution of Poisson means in estimating the number of unobserved classes. 2006.
M.S.

Ph.D.

Barone, Nancy Carol (Stockdale).  Areas of managerial training needs in small retail stores. 1950.
M.S. in ILR

Ph.D.

M.S.

Bassi, Laurie Jo.  The displacement effect of the public service employment program under the Comprehensive employment and training act. 1978.
M.S.

Alphabetical Listing of ILR School Theses and Dissertations by Authors
M.S.

Ph.D.

Ph.D.

M.S.

---  The early retirement decision : the influence of health, pensions and social security. 1983.
Ph.D.

Beach, Muriel Leola.  The problems of the skilled worker in an industrial union; the United Automobile, Aircraft and Agricultural Implement Workers of America (UAW) AFL-CIO case. 1959.
M.S.

M.S.

Beal, Edwin Fletcher.  Origins of codetermination (Mitbestimmung) in Western Germany. 1953.
Ph.D.

M.S.

Bechtell, Michele Louise.  A confidence interval for the slope coefficient of the resistant line. 1982.
M.S.

M.S.

M.S.
Behrens, Martin.  
Ph.D.

Belasco, James A.  
Ph.D.

Bella, Salvatore Joseph.  
*Boulwarism and collective bargaining at General Electric; a study in union-management relations.* 1962.  
Ph.D.

Bellinger, William Kenneth.  
*The reactance theory of wages: the lessons of psychology for money wage determination and labor market behavior.* 1975.  
M.S.

Belzer, Michael Hugh.  
*Collective bargaining in the trucking industry: the effects of institutional and economic restructuring.* 1993.  
Ph.D.

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*The transformation of labor relations in the trucking industry since deregulation.* 1990.  
M.S.

Belzil, Christian.  
*Unemployment insurance, unemployment and labour market transitions: an empirical analysis with Canadian data.* 1990.  
Ph.D.

Benson, Margaret 1940-.  
M.S.

Bergeron, Jean Louis.  
*An examination of the relationship between participation and the expectancy model of work motivation.* 1978.  
Ph.D.

Beyer, Janice M. Lodahl.  
*Paradigm development as a source of consensus in scientific fields.* 1970.  
M.S.

---  
Ph.D.

Bickerman, John Gordon.  
M.S.

Billings, Robert Sumner.  
*Task uncertainty, group process and emergent group structure under varying feedback conditions.* 1975.  
Ph.D.

Block, Richard Norman.  The impact of union-negotiated job security provisions on labor turnover and labor mobility. 1977. Ph.D.

Blondman, Mark.  The development of community labor-management committees. 1978. M.S.


Bloom, Matthew C.  Using the contract metaphor to understand the bundle of returns in the employment relationship. 1996. Ph.D.

Bobko, Philip.  On two new measures of multiple rank correlation. 1976. Ph.D.


Booth, Bryan A.  Gender and IQ effects on status in group development. 1992. M.S.


---  Factors that influence the home-to-work dispersion of workers in a local labor market, with an application to the external labor market availability of protected class workers. 1982. Ph.D.
Bordoni, Ralph Daniel.  The role of the labor arbitrator: post-Gardner-Denver influences.  1977.  M.S.

Borkowf, Craig Brian.  The empirical and parametric bivariate quantile-partitioned distributions.  1997.  Ph.D.


Bourke, Norman Francis.  A study of unionism in the textile industry of Utica, New York.  1948; (1946).  M.S. in ILR


Bradley, Michael Edward.  Some aspects of the labor supply problem in the underdeveloped countries.  1963.  M.S.

--- Wage determination and incentive problems in Soviet agriculture.  1967.  Ph.D.

Brewer, Dominic James.  Teachers, administrators, and educational productivity.  1994.  Ph.D.

Broderick, Renae Frances.  Pay policy and business strategy: toward a measure of "fit".  1986.  Ph.D.


M.S.

M.S.

Ph.D.

Ph.D.

M.S.

Bruce, Robert Lee.  "Employee merit rating, its development, value and role in supervision. 1947.
M.S.

M.S.

M.S.

---  "Job pressures on managers: sources, subjects, and correlates. 1963.
Ph.D.

M.S.

M.S. in ILR

M.S. in ILR
M.S.

Ph.D.

Cable, Daniel M.  Effects of compensation systems on job search decisions: an application of person-organization fit. 1993.
M.S.

--- The role of person-organization fit in organizational entry. 1995.
Ph.D.

Cardinaux, Robert Paul.  Organizational climate: consensus among members on their attributions about their organization. 1978.
M.S.

Ph.D.

M.S.

--- The influences of training method, factors of cognitive ability, motivation, and affect on training outcomes. 1994.
Ph.D.

Chan, Elaine K.  Higher wage floors and employment, unemployment and underemployment. 1986.
M.S.

Ph.D.

Ph.D.

M.S.

M.S.

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Cluster sampling and approximate distribution-free confidence intervals for a median. 1970. Ph.D.

Chapman, Idris John. The relationship between pre-retirement programs and attitudes towards work and retirement. 1955. M.S.

Charles, Kerwin Kofi. An inquiry into the labor market consequences of disabling illness. 1996. Ph.D.


Chase, William David. The relationship between role behaviors and performance of the line-HR department, within the broader context of the general managerial function. 1999. M.S.


Cheslock, John Jesse. Essays on enrollment policies in higher education. 2001. Ph.D.

How teacher unions affect educational performance. 1999. M.S.


Christie, Robert A. Empire in wood; a history of the United Brotherhood of Carpenters and Joiners of America. 1954. Ph.D.


Clark, Paul F. Democratic reform and the UMW : the Arnold Miller administration, 1972-77. 1979. M.S.
Clifton, Jean Marie.  Restructuring the employment relationship: implications for firms, unions, and employees. 2000.
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Coates, Norman.  The discontinuance of the use of firemen on diesel locomotives in freight and yard service on the Canadian Pacific Railway Company. 1959.
M.S.

---  Industrial relations implications of Canadian-United States economic integration: the automobile industry as a case study. 1967.
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Cohn, Henry L.  Arbitration of reappointment, tenure and promotion decisions in higher education: the City University of New York. 1978.
M.S.

M.S.

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Conklyn, Elizabeth Deborah.  Determinants and consequences of differing job definitions by the high school principal. 1977.
Ph.D.

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Connolly, Robert William.   The recruitment and training of college graduates; a case study of the squadron training groups of the Goodyear tire & rubber company of Akron, Ohio. 1949. M.S.

Cooper, Michael Gordon.   The impact of liquidity constraints on an unemployed worker's search behavior. 1994. M.S.

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Cullen, Donald E.  *The development of a foreman's policy manual.* 1949.  M.S. in ILR

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Alphabetical Listing of ILR School Theses and Dissertations by Authors

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Everett, Woodrow Wilson Jr. The 1922 Herrin massacre: an investigation and analysis of the background events. 1964.
M.S.

--- A study in organizational power: individual power within an organization of professional scientists and engineers. 1968.
Ph.D.
Fairfield-Sonn, James Willed.  Socialization of business, engineering, and industrial graduates in their "critical" first year on the job. 1979.
M.S.

Fang, Meiyu.  Differences in work definitions: a study of the United States, Japan, and West Germany. 1993.
M.S.

---  A study of work motivation: the influence of organizational variables and individual characteristics on work motivation and outcomes. 1997.
Ph.D.

M.S.

Ph.D.

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M.S.

M.S.

M.S.

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M.S.

M.S.

Field, Edward Lewis, Jr.  The Railway labor act and industrial peace. 1949.
M.S.
Ph.D.

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M.S.

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Careers and Occupations


Careers and Occupations


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Diversity
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Executives and Leaders


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Teachers *Job stress.* Elementary school teachers. High school teachers.


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- Hospitals United States
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- Technology
- Organization


- Scientists United States
- Universities and colleges Faculty
- Organization


- Employees--Rating of--Case studies
- Leadership--Case studies


- Organization
- Hospitals United States


- Psychology, Industrial Case studies
- Sociology Case studies
- Organization


- Leadership--Case Studies
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   Wages and labor productivity.

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   Employee stock options. International business enterprises Employees Salaries, etc.


   Personnel management Korea (South). Career development Korea (South).


   Chief executive officers--Salaries, etc.--United States.

   Employees Rating of.


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- Labor turnover United States
- Work and family United States


- Grievance arbitration United States
- Appellate procedure United States
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- Merit Systems Protection Board
- Civil service United States
- Personnel management


- United States
- General Accounting Office Officials and employees Rating of
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College choice United States. College choice Mathematical models.

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Student aid United States. Social security United States.

Human capital United States.

College graduates Employment. Socialization.

City University of New York Faculty. Collective bargaining College teachers.

Biochemistry Study and teaching. Doctor of philosophy degree.


Universities and colleges Study and teaching (Graduate). Universities and colleges Administration.

Universities and Colleges

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<td>1955</td>
<td>M.Ed.</td>
<td>Kushner, John</td>
<td>A course outline and accompanying audiovisual aids for general chemistry for students at the Broome County Technical Institute, Binghamton, New York.</td>
<td>Chemistry--Outlines, syllabi, etc. Visual education.</td>
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<td>1950</td>
<td>Ph.D.</td>
<td>Das, Radha Charan</td>
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   Voluntarism. Volunteers. Associations, institutions, etc. Members. Work Social aspects.

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