



Cornell University
ILR School

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Dean De Rosa
Dean of Faculty
315 Day Hall
Campus

Dear Dean De Rosa,

This letter is a request for the Office of the Dean of Faculty to send a memo to the Deans, Directors, and Department Chairs regarding a requested merger of the ILR School's Department of Labor Relations, Law, and History and Department of International and Comparative Labor, to create a new department to be named the Department of Global Labor and Work. The faculty of both departments had a series of meetings to discuss the merger and voted on June 17, 2022 to approve the merger (20 voted in favor, 2 abstained). The faculty of both departments also met to discuss the name of the new department and voted on potential names for the new department on October 31, 2022. Among the proposed alternatives, the name Global Labor and Work received a majority of votes (18 of 23 votes). At a subsequent meeting of the departments' faculty on November 11, 2022, the faculty unanimously agreed to adopt Global Labor and Work as the new departmental name. At an ILR School meeting on December 9, 2022, the ILR faculty unanimously passed a motion supporting the new department's name.

The reason for the requested department merger is that there is substantial overlap between the two departments in areas of academic expertise. Originally the Department of Labor Relations, Law, and History was focused on the U.S. and the Department of International and Comparative Labor was focused on non-U.S. labor. However currently many faculty in both departments do both internationally and domestically focused research and a number already have joint appointments between the two departments. A merged department will allow greater voice from faculty with relevant areas of academic expertise in departmental decisions around faculty hiring, tenure and promotion, and curricular matters. The new merged Global Labor and Work department will strengthen Cornell's position in this academic area by constituting the world's leading department in the labor and employment relations field in terms of collective expertise and reputation of the faculty. The name Global Labor and Work reflects the global ambitions and focus to be the leading department focused on both U.S. and international research and teaching. It is also intended to reflect the multi-disciplinary nature of the department, including faculty with backgrounds in labor relations, law, history, political science, sociology, and anthropology, who study aspects of labor and work from their various disciplinary perspectives.

There are not anticipated to be additional budgetary commitments for the administration of the new department. The ILR School has committed to authorizing three new faculty searches over the next two years to support the establishment of the new department. The creation of the new department does not have any implications for degree names or requirements since the ILR School has a single major, the B.S. in Industrial and Labor Relations, with curriculum requirements for the major set at the School level.

We request that comments be send to Dean Alexander Colvin, ajc22@cornell.edu, by January 27, 2022.

I am available to discuss this request should you have questions.

Best regards,

A handwritten signature in blue ink, appearing to read "Alexander J.S. Colvin".

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