

**Dep't Chair:** Lisa Schur

**Dir. of Academic Programs:** Paula B. Voos

**Graduate Program Dir.** Francis Ryan

### Professors

<b>David Bensman</b>	<i>B.A. Chicago; Ph.D. Columbia</i>
<b>Dana Britton</b>	<i>B.A. Oklahoma; Ph.D. Texas at Austin</i>
<b>Joseph Blasi</b>	<i>B.S. Pittsburgh; Ed.D. Harvard</i>
<b>Dorothy Sue Cobble</b>	<i>B.A. California (Berkeley); M.A. San Francisco State; Ph.D. Stanford</i>
<b>Adrienne Eaton</b>	<i>B.A. Michigan; M.A. Ohio State; Ph.D. Wisconsin</i>
<b>Charles Heckscher</b>	<i>B.A. M.A., Ph.D. Harvard</i>
<b>Doug Kruse</b>	<i>B.A. Harvard; M.A. Nebraska; Ph.D. Harvard</i>
<b>Yana Rodgers</b>	<i>B.A. Cornell; M.A., Ph.D. Harvard</i>
<b>Saul Rubinstein</b>	<i>B.A. Swarthmore; M.B.A., Ed.M. Harvard; Ph.D. MIT</i>
<b>Lisa Schur</b>	<i>B.A. Harvard; J.D. Northeastern; Ph.D. California (Berkeley)</i>
<b>Susan J. Schurman</b>	<i>B.A. M.A. Michigan State; Ph.D. Michigan</i>
<b>Paula B. Voos</b>	<i>B.A. Whitman; M.A. Portland State; Ph.D. Harvard</i>

### Associate Professors

<b>Tracy F. H. Chang</b>	<i>B.A. Fu-Jen Taiwan; M.A., Ph.D. Iowa</i>
<b>Janice Fine</b>	<i>B.A. University of Massachusetts (Boston); Ph.D. MIT</i>
<b>Rebecca Givan</b>	<i>B.A. Oberlin; Ph.D. Northwestern</i>
<b>Mingwei Liu</b>	<i>B.A. M. S. China; M.A., Ph.D. Cornell</i>
<b>Tobias Schulze-Cleven</b>	<i>B.A. Oxford; M.A., Ph.D. California (Berkeley)</i>

### Assistant Professors, Instructors, and Post-Doctoral Scholars

<b>Vikrant Advani</b>	<i>B.A., M.H.R.M. Rutgers; J.D. Rutgers-Camden</i>
<b>William Brucher</b>	<i>B.A. Bates; M.A., Ph.D. Brown</i>
<b>Rosemarie Cipparulo</b>	<i>B.A. Rutgers; J.D. Rutgers Newark</i>
<b>Ashley Conway</b>	<i>B.A. National Labor College; M.S. American</i>
<b>James Cooney</b>	<i>B.A. Rutgers; J.D. Miami</i>
<b>William Dwyer</b>	<i>B.A. M.A. Rutgers</i>
<b>Christopher Hayes</b>	<i>B.A. Ph.D. Rutgers</i>
<b>Carla Katz</b>	<i>B.A. M.A. Rutgers; J.D. Seton Hall</i>
<b>Sheila Lawrence</b>	<i>B.A. Penn State; M.A. Rochester Institute of Technology; M.A., Ph.D., Rutgers</i>
<b>Tamara Lee</b>	<i>B.S. Northwestern; M.S. Loyola; J.D. Chicago- Kent; Ph.D. Cornell</i>
<b>Carmen Martino</b>	<i>B.A. Stockton; M.A., Rutgers</i>
<b>Michael Merrill</b>	<i>B.A., M.A., Ph.D. Columbia</i>
<b>Anne-Michelle Marsden</b>	<i>B.S. M.S. Florida State</i>
<b>Francis Ryan</b>	<i>B.A. LaSalle; M.A. Villanova; Ph.D. Pennsylvania</i>
<b>Marilyn Schneiderman</b>	<i>B.A., M.S.W. Wisconsin</i>
<b>Todd Vachon</b>	<i>B.A. Marist; M.S. CUNY; M.A., Ph.D. Connecticut</i>
<b>Naomi R. Williams</b>	<i>B.A. M.A., South Florida; Ph.D. Wisconsin</i>

The undergraduate Labor Studies program aims to provide students with an opportunity to learn about the nature of work, the management of work and organizations, the problems of working people, and what workers have done, both individually and collectively, to address those problems. Its introductory courses offer opportunities to develop a realistic view of dominant institutions, practices, and values of the contemporary workplace, to think about how work can be improved, and to apply knowledge of current issues in the workplace.

Intermediate and advanced courses enable students both to acquire a range of specific competencies useful to employment and labor relations specialists and to participate in a series of dialogues providing alternative perspectives on work and society. Majors with excellent academic records are eligible to apply for the joint five-year Bachelor/Master of Labor and Employment Relations degree program.

The Department offers both a Bachelor of Science degree from the School of Management and Labor Relations (SMLR) and a Bachelor of Arts degree awarded jointly between and the School of Arts and Sciences (SAS) and SMLR. All classes count toward either degree but the two versions of the major have different requirements. There are also some differences in general education requirements.

**Contact us:**

For information about the B.A. and B.S. programs:	For information about the B.S. program:	For information about undergraduate or graduate (MLER) programs:
<b>Amy Marchitto</b> Undergraduate Advisor (848) 932-8559 lobelo@smlr.rutgers.edu	<b>Talia Schank</b> Undergraduate Advisor (848) 932-1749 talia.schank@rutgers.edu	<b>Akhila Naik</b> Director of Student Services (848) 932-1981 aa332@smlr.rutgers.edu

**Major Requirements of the Bachelor of Science in Labor and Employment Relations**

The major consists of 36 credits in labor studies. In place of 6 of these credits, students may substitute related courses from other departments. A list of these courses is available at <https://smlr.rutgers.edu/labor-and-employment-relations/UGcourses>. Grades in all courses must be C or better in order to count towards the degree. The following five requirements must be met within the major:

1. A 100-level course: either 37:575:100 *Introduction to Labor Studies and Employment Relations* or 37:575:110 *Work, Society, and the Quality of Life*. Please note that only one 100-level course may count towards the degree. If you take both, one will count towards the degree and the other will count as graduation credits.
2. 37:575:315 *Employment Law*
3. 37:575:395 *Perspectives on Labor Studies*
4. One **internship** and supplemental online internship course chosen from 37:575:490, 496, or 497. The internship requirement is waived for students with sufficient work experience and may be replaced with any course 200-level or above.
5. One course in the area of **research methods or applied statistics**. Courses from Rutgers New Brunswick that meet this requirement include (but are not limited to) 37:575:401, 402, 403,404 (Labor Studies); 37:533:440 (HRM); 01:920:311 (Sociology); 01:830:200 (Psychology); 01:790:300 (Political Science); 10:762:205 (Planning and Public Policy); 01:220:322 (Economics); 01:450:319 (Geography) or 01:960:211, 212 or 285 (Statistics). Other courses may be considered on a case by case basis.

This major is granted by SMLR. Students must meet the general education requirements of SMLR. These requirements are listed at <https://smlr.rutgers.edu/labor-and-employment-relations/UGcourses>. If you are interested in the School of Management and Labor Relations **Bachelor of Science** program, you may contact one of the advisors listed above.

**Major Requirements of the Bachelor of Arts in Labor Studies and Employment Relations**

The major consists of 36 credits in Labor Studies. In place of 6 of these credits, students may substitute related courses from other departments. A list of these courses is available <https://smlr.rutgers.edu/labor-and-employment-relations/UGcourses>.

[relations/UGcourses](#). Grades in all courses must be C or better in order to count towards the degree. The following three courses are required:

1. A 100-level course: either 37:575:100 *Introduction to Labor Studies and Employment Relations* or 37:575:110 *Work, Society, and the Quality of Life*. Please note that only one 100-level course may count towards the degree. If you take both, one will count towards the degree and the other will count as graduation credits.
2. 37:575:395 *Perspectives on Labor Studies* (a one page essay is required registering for *Perspectives*)
3. One advanced course chosen from 37:575:401, 402, 403, 450, 490, 494, 495, 496, 497, 498, 499.

This major leads to a degree granted jointly between SAS and SMLR. Students must meet the general education requirements of SAS.

## **Labor Studies and Employment Relations Minor Requirements**

The general minor in Labor Studies and Employment Relations consists of six courses offered by the department, for a total of at least 18 credits. It must include either 37:575:100 *Introduction to Labor Studies and Employment Relations* or 37:575:110 *Work, Society, and the Quality of Life* and five courses at the 200-level or higher.

## **Minors/Concentrations**

Students may elect to do a minor or a concentration within the major. A concentration is not required. Five minor options/concentrations are available: **(1) Law and the Workplace; (2) Diversity in the Workplace; (3) Work Organization and Management; (4) Labor Unions and Social Movements; and (5) Work, Globalization and Migration.**

All options consist of six courses offered by the department for a total of at least 18 credits. It must include either 37:575:100 *Introduction to Labor Studies and Employment Relations* or 37:575:110 *Work, Society, and the Quality of Life*. One course in each option is an elective, to be selected from any course offered by the department. Four courses are required in the area of the option.

### ***Law and the Workplace Option - 575L***

In addition to 37:575:100 or 110, for a total of six courses:

- A. 37:575:315 Employment Law or  
37:575:340 American Labor Law
- B. And, at least three of the following:  
37:575:220 Law for Business and Non Profit Organizations  
37:575:302 Comparative Social and Employment Policy  
37:575:312 Conflict and Conflict Resolution in the Workplace  
37:575:314 Collective Bargaining  
37:575:315 Employment Law  
37:575:316 Employment Discrimination Law  
37:575:320 Immigration and Public Policy  
37:575:321 Immigration Law & Employee Rights  
37:575:330 Working Women and the Law  
37:575:338 Occupational Safety and Health  
37:575:340 American Labor Law

***Diversity in the Workplace Option - 575D***

In addition to 37:575:100 or 110, for a total of six courses:

- A. 37:575:315 Employment Law or 37:575:316  
Employment Discrimination Law
- B. And, at least three of the following:
  - 37:575:303 Black Workers in American Society
  - 37:575:307 Latino Workers in the U.S.
  - 37:575:309 Working Women in American Society
  - 37:575:315 Employment Law
  - 37:575:316 Employment Discrimination Law
  - 37:575:320 Immigration and Public Policy
  - 37:575:335 Women and Labor Movements: A Global Perspective
  - 37:575:364 Diversity in the Workplace
  - 37:575:365 Disability, Work & Society
  - 37:575:366 Asian American Workers in a Global Context
  - 37:575:367 Emotional Intelligence in the Workplace
  - 37:575:368 Professional Development Strategies

***Work Organization and Management Option - 575M***

In addition to 37:575:100 or 110, for a total of six courses:

- A. 37:575:308 Dynamics of Work and Work Organization, or  
37:575:311 Organizational Design and Structure
- B. And, at least three of the following:
  - 37:575:230 People, Work, and Organizations
  - 37:575:308 Dynamics of Work and Work Organization
  - 37:575:311 Organizational Design and Structure
  - 37:575:313 Technological Change and the World of Work
  - 37:575:317 Contingent and Nonstandard Work
  - 37:575:318 Leadership in Work Organizations
  - 37:575:325 Economics of the Employment Relationship
  - 37:575:338 Occupational Safety and Health
  - 37:575:345 Organizational Behavior and Work
  - 37:575:361 Labor and Corporate Restructuring
  - 37:575:362 The Work Education Connection
  - 37:575:367 Emotional Intelligence in the Workplace
  - 37:575:368 Professional Development Strategies
  - 37:575:375 Benefits and Social Insurance

***Labor Unions and Social Movements Option - 575U***

In addition to 37:575:100 or 110, at least five of the following, for a total of six courses:

- . 37:575:201 U.S. Labor and Work before the end of Reconstruction
- 37:575:202 History of Labor and Work in the U.S. 1880 to 1945
- 37:575:310 Labor Relations in Professional Sports
- 37:575:314 Collective Bargaining
- 37:575:318 Leadership in Work Organizations
- 37:575:319 Leadership and Governance of Labor Unions
- 37:575:322 American Labor Unions in Politics
- 37:575:335 Women and Labor Movements: A Global Perspective
- 37:575:350 Public Sector Collective Bargaining
- 37:575:357 Social Movements, Social Change and Work
- 37:575:359 Organizing for Social Change
- 37:575:360 Union Organizing
- 37:575:407 Workers Movement in New Jersey

### ***Work, Globalization, and Migration Option - 575G***

In addition to 37:575:100 or 110, at least five of the following, for a total of six courses:

37:575:301	Labor Movements and Democracy
37:575:302	Comparative Social and Employment Policy
37:575:304	Comparative Employment Relations in Wealthy Nations
37:575:316	Employment Discrimination Law
37:575:320	Immigration and Public Policy
37:575:321	Immigration Law and Employee Rights
37:575:335	Women and Labor Movements: A Global Perspective
37:575:336	Employment Relations in Emerging Economies
37:575:337	Workers and Multinationals in Global Perspective
37:575:355	Current Labor Problems
37:575:361	Labor and Corporate Restructuring
37:575:363	Labor and the Global Economy
37:575:366	Asian American Workers in a Global Context

### **Departmental Honors Program**

To qualify for the departmental honors program, student must have completed at least 18 credits in labor studies. The student must also have attained a cumulative grade point average of 3.4 or better in the major at the end of the junior year. At that time the student should formally apply to the chairperson. Candidates who are accepted are required to complete a research project under the direction of a faculty member, culminating in a written honors paper, and are examined orally on their project by a faculty honors committee.

### **Undergraduate Students in Graduate courses**

Undergraduate students may receive credit towards the labor studies major for courses taken at the graduate level. In general, the student should be a senior and have a cumulative average of 3.0 or higher. In some circumstances, the School of Management and Labor Relations will accept petitions from upper level students (who are not yet in their senior year) to take and receive credit for graduate courses.

### **Independent Study**

Credit towards the labor studies major may be obtained by independent study. Under most circumstances, the number of independent study credits may not exceed three in a single semester. Additional credits would require approval from the Credit Director. Independent studies typically require a final paper designed by both the student and the faculty sponsor. Students interested in pursuing an independent study are encouraged to contact faculty members with whom they might be interested in working.

### **Internships**

Upper-level labor studies majors and minors are encouraged to do internships related to our field. Internships earn three credits. Students must submit a completed internship application form to the Director of Student Services for approval. Approval by the Director will be contingent on the suitability of the internship and whether the student has maintained an acceptable academic record in labor studies courses. To receive credit for an internship, students must meet all general internship requirements. For additional information or to download the internship form visit:

<https://smlr.rutgers.edu/content/internships-lserler>

## **COURSES**

### **37:575:100. Introduction to Labor Studies and Employment Relations (3)**

*Students must complete either 100 or 110 for the major or minor. Students may not count both towards their degree.*

Work, workers, and organizations that represent employees; class, race, gender, and work; legal, labor market, and human resource issues.

### **37:575:110. Work, Society & the Quality of Life (3)**

*Students must complete either 100 or 110 for the major or minor. Students may not count both towards their degree.*

Work, social class, diversity, and economic opportunity in the context of globalization; civic engagement and collective action to promote opportunity and social justice for all people.

### **37:575:191,192,193 Short Topics on Work (1 credit each)**

Brief examination of selected issues with regard to work at a level suitable for first-year college students, as well as those at a higher level of academic preparation; Topics to be announced.

### **37:575:201. Development of the Labor Movement I (3)**

Two-term overview of the history, philosophy structure, and activities of labor unions and other workers organizations and their impact on the American economic, political, and social fabric.

### **37:575:202. Development of the Labor Movement II (3)**

Two-term overview of the history, philosophy structure, and activities of labor unions and other workers organizations and their impact on the American economic, political, and social fabric.

### **37:575:203. Work and Labor History from 1940 to the Present in the U.S. (3)**

Developments in work, labor organizations, and related social movements. Relationship of labor movements to the changing economic, social, and public policy context, including increasing globalization.

### **37:575:207. New Jersey Labor History (3)**

Workers movements in New Jersey, Both local and statewide; their relationship to U.S. labor and working class history from the earliest period to today.

### **37:575:215. Youth and Work (3)**

Youth in the U.S. labor market; working students, internships and unpaid work; job-hopping; and other contemporary concerns. Policies and practices to improve outcomes.

### **37:575:220. Law for Business and Non-Profit Organizations (3)**

Overview of legal essentials for organizations; contracts; torts; organizational forms; property rights; cyber-law; bankruptcy; agency; criminal law; basics of employment/labor law.

### **37:575:230. People, Work, and Organizations (3)**

Contemporary organizational transformations forming the context for how people are managed at work; decline of bureaucracy and predictable internal careers; growth of flexible, knowledge-based systems.

### **37:575:250. Finance for Personal and Professional Success (3)**

Overview of core financial concepts and techniques useful both at work and in personal life; interest, credit, insurance, investments, present value; and net worth.

### **37:575:294. Avoiding Sexual Harassment (1)**

Legal, organizational, and social dimensions of sexual harassment in the workplace; power, gender roles, homophobia, and failed romance; effective prevention or response.

### **37:575:295. Workplace Violence (1)**

Causes, consequences, and prevention of physical violence in the American workplace. Organizational policies that preserve the rights and well-being of all employees.

**37:575:297. Religion in the Workplace (1)**

Contemporary workplace issues stemming from employee religious diversity. Employee rights, accommodation and inclusion; dominate group privilege, prejudice, discrimination and organizational responses to religious diversity.

**37:575:298. Social Media in the Workplace (1)**

Issues for organizations and employees stemming from the increased use of social media by individuals. Hiring discrimination, professional image, collective action, ethics, and other concerns.

**37:575:300. Writing in Labor Studies & Employment Relations (3)**

Construction of a well-written argument in labor studies and employment relations; application of sound writing principles to contemporary labor policy issues; intensive practice.

**37:575:301. Labor Movements and Democracy (3)**

The theory and practice of social movements and social change, particularly those related to work; the prospects for current and future mobilization.

**37:575:302. Comparative Social and Employment Policy (3)**

Overview of such policy in wealthy democracies; the relationship between state and market; varieties of capitalism and welfare states; social safety nets; family policy; labor movements' role.

**37:575:303. Black Workers in American Society (3)**

Examination of the historical relationships between African-American workers and the American labor movement; analysis of problems facing Black workers at the work place.

**37:575:304. Comparative Employment Relations in Wealthy Nations (3)**

Employment relations systems in wealthy nations; corporate governance; social welfare; global and national labor standards; union-management relations; work organization; labor politics.

**37:575:307. Latino Workers in the U.S. (3)**

Role of Latino Workers in U.S. society and the U.S. economy; impact of the new migration on the U.S. labor market and social policy.

**37:575:308. Dynamics of Work and Work Organizations (3)**

Examination of the social dynamics of economic institutions and their corresponding work relations; corporate organization and union structure; selected problems of technological change; human relations in industry and the changing bases of managerial authority.

**37:575:309. Working Women in American Society (3)**

Focus on the contemporary experience of working women, including an exploration of current legal strategies and social policies created to address their concerns.

**37:575:310. Labor Relations in Professional Sports (3)**

Labor relations systems in professional sports in the U.S.; unique institutional aspects and common features of union-management and employee relations.

**37:575:311. Organizational Design and Structure (3)**

New and old methods of organizing work and organizations ranging from hierarchical bureaucracy to contemporary models emphasizing teamwork and/or flatter or networked structures.

**37:575:312. Conflict and Conflict Resolution in the Workplace (3)**

How people resolve work-related grievances: bargaining, grievance procedures, mediation, arbitration, demonstrations, strikes, and industrial violence. Examines union and nonunion workplaces.

**37:575:313. Technological Change and World of Work (3)**

The application of computer and microchip technologies coupled with enormous range and flexibility of developing telecommunications systems and their effect on workers, labor unions, industry, and labor management relations.

**37:575:314. Collective Bargaining (3)**

Comprehensive study of the development of collective bargaining; the nature and scope of contracts; the changing character of collective bargaining processes through negotiation, legislation, the courts, and arbitration; the substantive issues in bargaining including the implications for public policy. Prerequisite: 100, or 101, or permission of the instructor.

**37:575:315. Employment Law (3)**

Requires course for the BS in Labor & Employment Relations program (not a required course for the BA program)

Overview of employment at-will and its limitations; wages & hours; medical/family leave; privacy; drug testing; workers compensation; and fundamental anti-discrimination law.

**37:575:316. Employment Discrimination Law (3)**

Legal, regulatory and public policy approaches to employment discrimination of all types; Title VII, ADA, ADEA, relevant NJ laws, and related court decisions.

**37:575:317. Contingent and Nonstandard Work (3)**

Issues arising from employment relationships that have nonstandard aspects; temporary; leased; or part-time employees; independent-contractors and owner-operators.

**37:575:318. Leadership in Work Organizations (3)**

Leadership in work organizations, including unions, non-profits and businesses. Key leadership issues in small groups and large organizations; diversity concerns; leadership development.

**37:575:319. Leadership and Governance of Labor Unions (3)**

Leadership of all types of labor organizations. Internal management; union politics; relationships with other organizations; use of media; and other key leadership issues. *Prerequisite: 100 or 101, or permission of the instructor.*

**37:575:320. Immigration and Public Policy (3)**

Immigration and immigrant workers in American society and related public policy debates; history; immigrants in unions and community organizations.

**37:575:321. Immigration Law and Employee Rights (3)**

Contemporary immigration law in the U.S.; employer compliance issues; employee rights; immigrant employee representation and related policy debates.

**37:575:322. American Labor Unions in Politics (3)**

Role of the labor movement in the political process from the New Deal to the present, including an analysis of its ideology, its legislative agenda, its political action, and its impact on public policy.

**37:575:325. Economics of the Employment Relationship (3)**

Fundamentals of labor economics. Economic dimensions of public policies and human resource administration.

**37:575:326. Negotiation Concepts and Techniques (3)**

Negotiation strategy and tactics; interests and interest-based bargaining, rights, power, leverage, concessions, commitment; application of theory in various work-life contexts; negotiation skill development.

**37:575:330. Working Women and the Law (3)**

Survey of law affecting women as employees – anti-discrimination, OSHA, and other laws. How law relates to advancement opportunities for women, the glass-ceiling, and employer behavior.

**37: 575: 335. Women and Labor Movements: A Global Perspective (3)**

How labor movements around the world are addressing such issues as pay equity, equal opportunity, sexual and racial harassment, work-life balance, and women's leadership.



**37:575:336. Employment Relations in Emerging Economies (3)**

Changing employment relations systems in nations that are rapidly industrializing; focus on labor movements; labor management relations; labor standards and public policy.

**37:575:337. Workers and Multinationals in Global Perspective (3)**

Impact of multinationals and global value chains on workers in developing nations. Issue of labor standards; corporate social responsibility; international labor organizations and regulatory approaches.

**37:575:338. Occupational Safety and Health (3)**

Federal and state regulatory laws and enforcement, the basic issues involved in safety and health at the workplace, and worker, union, and employer response to the issues.

**37:575:340. American Labor Law (3)**

Examination of the present legal arrangements governing the conduct of labor relations in the U.S.; historical development and impact of common law, legislative statutes, and court decisions on the growth of the labor movement.

**37:575:345. Organizational Behavior and Work (3)**

Behavior by individuals and groups in the workplace; group and inter-group dynamics; organizational culture, structure, and change; leadership, employee motivation, job performance, and feedback.

**37:575:350. Public Sector Collective Bargaining (3)**

Study of employer-employee relations in the public sector; federal executive orders and state and municipal legislation regulating public employers and employee organizations; procedures for bargaining unit certification, representation, and recognition; dispute resolution techniques. *Prerequisite: 100, or 101, or permission of the instructor.*

**37:575:355. Current Labor Problems (3)**

A selected number of labor and employment issues that have particular relevance in contemporary society.

**37:575:357. Social Movements, Social Change, and Work (3)**

The theory and practice of social movements and social change, particularly those related to work; the prospects for current and future mobilization.

**37:575:359. Organizing for Social Change (3)**

Theory and practice of community organizing for social change for labor and community groups; membership building; leadership development; strategy development; community power analysis; campaign planning.

**37:575:360. Union Organizing (3)**

Introduction to and critical analysis of union-organizing strategies and tactics.

**37:575:361. Labor and Corporate Restructuring (3)**

Study of how management efforts to decentralize organizational structures and reduce employment levels affect industrial relations, work and workers, skill levels and training needs, and productivity and the macro-economy.

**37:575:362. The Work Education Connection (3)**

What do workers' need to know to be prepared for the jobs being generated by the global economy? How do the American secondary and higher education systems prepare workers for changing jobs?

**37:575:363. Labor and the Global Economy (3)**

Changes in the global economy and their effects on the living standards and bargaining power of American workers and their unions. Alternative strategies for dealing with globalization.

**37:575:364. Diversity in the Workplace (3)**

Focuses on how the increasing demographic diversity of American work places affects social relations, cultural dynamics, and organizational effectiveness.

**37:575:365. Disability, Work, and Society (3)**

Explores the relationship of disability to work, politics, law, popular culture, and the built environment; lessons for all disadvantaged groups seeking social change.

**37:575:366. Asian American Workers in a Global Context (3)**

Social structures affecting Asian American workers; contemporary and historical immigration policies; stereotypes and other problems; racialized employment; inequality and achievement; differences by nation origin.

**37:575:367. Emotional Intelligence in the Workplace (3)**

Nature of emotional intelligence and its effects on employee performance and organizational success; research on development of emotional intelligence; self-awareness and self-development.

**37:575:368. Professional Development Strategies (3)**

Best practices in professional development; organizational strategies for addressing employee retention, work/life balance, wellness, communication, and other matters related to employee development.

**37:575:375. Benefits and Social Insurance (3)**

Overview of benefits with a focus on social insurance systems, health insurance, and pensions. Relevant issues for employers, employees, unions, and public policy.

**37:575:376. Corporate Governance, Power, and Control (3)**

Corporate governance and the impact of corporations on society; boards of directors; executive compensation; principal-agent/stakeholder theories; issues for labor and the public.

**37:575:377. Democratic Workplaces (3)**

Democracy within the firm, employee ownership, and coops; approaches to economic democracy; political and economic theory; case studies; and related career tracks

**37:575:378. Solving Labor Problems through Social Entrepreneurship (3)**

Concepts and skills for starting non-profit organizations or businesses addressing problems of employees and their families; innovative business models; venture plans; critical and supportive perspectives.

**37:575:385. Finance for Organizational Leadership (3)**

Quantitative financial and accounting techniques in organizations used for cost analysis and performance decisions. The class is for non-financial leaders in profit and non-profit organizations.

**37:575:391, 392, 393, 394. Issues in Work: (1 credit each)**

Brief examination of selected issues in labor and employment relations; topics to be announced.

**37:575:395. Perspectives on Labor Studies (3)**

*Open only to Labor Studies majors who have completed at least 15 credits of Labor Studies course work.*

In-depth study of the classic works on the nature of labor, the relationship of work to other social functions, and the relationship between workers and management.

**37:575:396, 397. Concerns at Work (2 credits each)**

Examination of contemporary issues related to work; topics to be announced.

**37:575:401. Research Methods in Labor Studies (3)**

Overview of both quantitative and qualitative research methods commonly used in the study of labor problems.

**37:575:402. Research Corporations and Industries (3)**

Overview of methods used to investigate the competitive situation/prognosis of an industry's employers, profitability, sales, employment, wages, and unionization; strategic corporate research.

**37:575:403. Problem-Solving Tools at Work (3)**

Applied analytical and statistical tools for solving problems at work, surveying employees, and maintaining quality. Projects are individual/group and spreadsheet-intensive.

**37:575:404. Creating and administering surveys (3)**

Issues for online, mail, telephone, and in-person surveys given their intended use. Samples: item construction; scaling; measurement validity & reliability; improving response rates; ethical research.

**37:575:407. Workers' Movement in New Jersey (3)**

Examination of workers' movements at state and local levels in New Jersey, using library resources, interviews, participant observations, and movement archives. Research results document the development of the New Jersey labor movement.

**37:575:450. Senior Seminar in Labor Studies (3)**

*Open to labor studies majors with senior standing, except by special permission.*

In depth study of a labor studies topic. Intensive reading and discussion designed to integrate student experiences in the labor studies major. Topics vary.

**37:575:490. Internship in Labor Education (BA)**

*Prerequisite: Permission of instructor.*

Students work under the supervision of individual faculty members and other experienced labor educators to develop and/or teach courses and workshops.

**37:575: 480,481,491,492,493. Topics in Labor Studies (3 credits each)**

In-depth examination of particular topics concerning work organization, worker problems, or worker organizations.

**37:575:494, 495. Independent Study and Research (BA, BA)**

*Prerequisite: Departmental permission*

An individual reading and research project under the guidance of a labor studies faculty member on a topic of interest to the student.

**37:575:496, 497. Internship in Labor Studies (BA, BA)**

*Prerequisite: Departmental permission*

Students work as staff members in a union or labor-related organization (public or private), in an industrial relations unit in private industry, or as or as employees in a position that permits observation of, and participation in, a labor union at the grass-roots level. Allows students to apply conceptual knowledge learned in the classroom to actual situations and to acquire new skills and knowledge.

**37:575:498,499. Honors in Labor Studies (BA, BA)**

*Prerequisite: Permission of department. Open only to honors students.*

An individual research and reading project under the guidance of a member of the department.