Introductory Seminar in Labor and Employment Relations Fall 2015 38:578:500:01 - Syllabus

Prof. Lisa Schur Office: LEC 150B Office hours: Tues. 3-4 or by appointment

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This course is designed to introduce Master's students to important issues and research in the fields of labor, employment relations, and human resources, and to help develop analytical and writing skills. It gives students an opportunity to engage a number of SMLR faculty in discussions about their areas of interest.

The goals of the course are to:

- 1. Deepen our understanding of key historical and current workplace and social issues through exposure to a variety of research topics and methods;
- 2. Develop and improve analytical and writing skills;
- 3. Introduce students to a number of faculty and the scope of the program, to help them make informed choices about future course work and research sponsors;
- 4. Encourage a culture of open and respectful discussion and criticism between and among faculty and students.

The course will be unusual in that it will not be based on a single point of view. Instead of having a single professor teach the entire course, various faculty will each conduct one seminar. Each week a faculty member will speak on a topic that is of particular interest to him or her. Professors will typically assign 2-3 articles on their topic, including at least one by them and one by someone else with a different perspective or approach.

Our job will be to evaluate the readings and presentations, and see how they relate to each other. Along with exposure to a wide range of topics, students will develop more in-depth knowledge on a topic of their choosing through completion of a paper that builds on the work of one of the presenters.

There is no text. Each week's readings will be available on the Sakai website. You can retrieve and print out the readings by doing the following:

- 1. Go to http://sakai.rutgers.edu
- 2. Enter your Rutgers ID and password in the upper right corner

- 3. Click on the tab that says "38:578:500:01 Intro Sem F15"
- 4. Click on "Resources" at the left
- 5. Click on the folder titled "38:578:500:01 Intro Sem F15 Resources"
- 6. Click on the folder for the week you want, then the file you want to download. Many of the readings are in Adobe Acrobat format. If your computer doesn't have it, you can download the reader for free at http://www.adobe.com/products/acrobat/readstep2.html

If you have problems contact Laura Walkowiak at <u>lawalkoviak@work.rutgers.edu</u> or 848-932-9503.

There will also be short videos on writing, announcements, and additional readings posted. You should bring hardcopies of the readings to class.

Course requirements:

- 1. Class participation (25%). In a course like this, attendance and class participation are <u>absolutely essential</u>. You must read the material and be prepared to discuss it in class.
- 2. Short papers (35%). You will write one 1-2 page paper based on the Osterman article (5% of grade) plus three 2-4 page papers (each 10% of grade) based on other weekly topics covered. You can choose which topics. Each short paper should summarize the main arguments of the readings, and provide some thoughtful reactions and evaluations. (You can relate the arguments to your own experiences or additional readings, although you are not required to do outside readings for these short papers).
- 3. Long paper (40%). You will write one 8-12 page paper on one of the topics we have covered that you find especially interesting. For the long paper you will need to do original research and use at least two additional academic sources (books or articles) beyond those discussed in class. The long assignment may build on one of your short papers, but you cannot include the short paper as part of your long paper. You can write on an outside topic if you get prior permission from the instructor. You will first write a rough draft of your long paper and then a final draft.

Please submit both a hardcopy in class and an electronic version of each paper on the Sakai site. Papers will be submitted to Turnitin.com to ensure that they are original and there is no plagiarism.

Norms:

- Read and think about all of the assigned readings before each class.
- Please participate actively, thoughtfully, and respectfully—listen and engage appropriately.
- Please be ready to begin at 4:30. Some lateness is inevitable but it is disruptive so please keep it to a minimum.

- Please minimize absences—this is a class that depends on participation. If you must miss class please call or email me in advance.
- Please don't wait until the last minute to write your papers and make sure to turn in written assignments when they are due. There will be a penalty for late papers.

Class schedule:

Class 1 (Sept. 1)

Introduction to the course: Lisa Schur

Why Writing Matters: Shawn Taylor

Discussion of:

"Securing Prosperity: New Rules for a New Economy," Paul Osterman, <u>Working USA</u>, Nov./Dec. 1999 "The Ethics of Work," Diane Dujon, <u>Dollars & Sense</u>, Jan/Feb, 1998, Issue 215, p. 26.

Sept. 8: No class

Class 2 (Sept. 15)

Theoretical Premises of Labor and Employment Relations Prof. Paula Voos, LSER department

First Short Paper Due (1-2 pages on the strengths and limitations of the Osterman article).

Workers, Unions and Employee Representation

Class 3 (Sept. 22)

Work and Unionization in the Public Sector Prof. Francis Ryan, LSER department

Discussion of first writing assignment: Shawn Taylor

Class 4 (Sept. 29)

The Past, Present, and Future of the U.S. Labor Movement Prof. Will Brucher, LSER department

Class 5 (Oct. 6)

Solidarities in the Post-Industrial Age Prof. Charles Heckscher, LSER department

Second Short Paper Due

Diversity in the New Economy

Class 6 (Oct. 13)

Recruiting and Retaining a Diverse Workforce: The Role of Diversity Climate Prof. Patrick McKay, HRM Department

Class 7 (Oct. 20)

Women in the Labor Market Prof. Terri Boyer, Center for Women and Work, and LSER department

Class 8 (Oct. 27)

Immigration, Employment and Public Policy Questions Prof. Janice Fine, LSER Department

Third Short Paper Due

Class 9 (Nov. 3)

Employment Law Prof. James Cooney, Esq. LSER department

Class 10 (Nov. 10)

Economic, Political, and Social Inclusion of People with Disabilities Prof. Lisa Schur, LSER Department

Comparative Employment Relations

<u>Class 11 (Nov. 17)</u>

Writing Academic Papers: Guidelines on Organization, Introductions and Conclusions Shawn Taylor

Labor Policy and Organizing: the US Landscape in Comparative Perspective Dr. Sanjay Pinto, Post-doctoral Fellow, LSER department

Fourth Short Paper Due

<u>Class 12 (Nov. 24)</u> Globalization and Labor in China Prof. Mingwei Liu Class 13 (Dec. 1)

Shared Prosperity, or Prosperity for the Few? Prof. Doug Kruse, LSER and HRM departments

Rough draft of long paper due

Class 14 (Dec. 8) Conclusion

Dec. 15: No class Long Paper Due