

School of Management and Labor Relations



RUTGERS

UNIVERSITY | NEW BRUNSWICK

Intro to Labor & Employment: 37:575:100:T1, Summer 2023, Asynchronous, Online

Instructor Information

Instructor: Silvana Craig

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Best way to contact me is via the Canvas Inbox feature (left navigation menu on this site)

Virtual Office Hours: By appointment

Note: the hyperlinks in this document will be accessible once you enroll in the course.

Course Delivery Format

This course runs from May 30, 2023 through August 16, 2023. It is delivered *entirely* online through the Learning Management System, Canvas. There will be no Face-to-Face, in-person classroom sessions, except for an optional virtual "meet your professor and classmates" live Zoom session.

The course is delivered in *asynchronous* mode. This means the learning activities and communication takes place outside of real-time. You do not have to log in at any specific scheduled time; you log in at your convenience. However, there may be times, if you're working in groups on an assignment, you would need to set up a live session via the **Canvas Conferences, WebEx, or ZOOM.**

Note: Even though you don't need to log in at any specific time, **you are required to adhere to all course work due dates.**

Virtual Office Hour

- Upon request. Email the instructor for appointment. The Virtual Office Hour will be conducted through Zoom.

Course Description

Welcome to ***Introduction to Labor Studies & Employment Relations***. This is a survey course designed to acquaint you with issues/concepts in Labor and Employment Relations.

We study work and we value justice. This course provides an opportunity to learn about the changing nature of work, the management of work and organizations, the problems of working people, and what employees have done, both individually and collectively, to address those problems. This course also offers the opportunity to think about how our everyone's working life could be improved, either by workers themselves, by management, or by changes in laws/public policy.

This class will allow you to:

- Get started on our major or minor degrees, and/or
- Meet the Social Analysis goals of the Rutgers Core, and/or
- Explore various aspects of our field and decide which you would like to pursue more deeply by taking other courses, and/or
- Learn bedrock things about work, workers, their management, and their organizations.

Accommodations

Everyone will need some type of accommodation at some point throughout the semester. My goal is to normalize the need for accommodation requests to the extent the university policy allows me to. There are various types of accommodation requests. I can help with some accommodation requests, but there are also accommodation requests that you will need to go through the university's ODS. I can help with the following (**without you going to the ODS**):

- Extended time for exam and/or assignment submissions (already built in for all but let me know if you require something different).
- Make up exams, assignments, due to work travel, illness, family responsibilities. No need to ask, just tell me. I just need a heads up so I know you're ok and that you don't fall behind on your course work.

Rutgers' Official Accommodation Statement

Rutgers University welcomes students with disabilities into all of the University's educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation ([See Documentation Guidelines](#)[Links to an external site.](#)). If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you and your instructor with a Letter of Accommodations. Please discuss the accommodations with your instructors as early in your courses as possible. To begin this process, please complete

the [registration form](#)[Links to an external site.](#). I am happy to facilitate the process if you need me to. Just let me know. Below is the contact information for Rutgers ODS New Brunswick Campuses:

Lucy Stone Hall, Livingston Campus, 54 Joyce Kilmer Avenue, Suite A145, Piscataway, NJ 08854-8045.

- E-mail Address: dsoffice@rci.rutgers.edu
- Phone: (848) 445-6800 • Fax: (732) 445-3388
- <https://ods.rutgers.edu>

Rutgers Support Services for you

Rutgers Student Health Services:

- Rutgers Student Affairs is dedicated to health for the whole student body, mind and spirit. It accomplishes this through a staff of qualified clinicians and support staff. [Health, Counseling, and Wellness services](#) are available at several locations throughout Rutgers University.

Crisis Intervention - Student Health

- [Crisis Situations](#)
- [In the Wake of Trauma](#)

Academic Services:

- For academic support including tutoring, visit the [Rutgers - New Brunswick Learning Centers](#).
- For coaching help with writing skills and assignments visit the [Rutgers - New Brunswick Writing Tutors in the Learning Center](#).
- Many library resources are available online. Assistance is available through phone, email, and chat. For information, check the [Rutgers Libraries website](#).

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Veteran Services:

- - Rutgers is proud to support veterans. If you are a veteran of the armed forces, please visit the [Office of Veteran and Military Programs and Services website](#) for more information.

Rutgers Diversity Statement

The Division of Student Affairs works to create an environment of **inclusion** which respects and affirms the inherent dignity, value, and uniqueness of all individuals, communities and perspectives. Our practices reflect awareness and understanding of the complexity of identity and the increasing interconnectedness of our world. It is our **responsibility** to promote and maintain a community of compassion, embracing the rich dimensions of **diversity**, and facilitating opportunities for understanding and the expression of both individual and shared truths.

Course Structure

This course is structured in a weekly module format. Each week starts on a Monday and ends on a Sunday. Exceptions are the 1st week which starts on Tuesday and the last week ending on Wednesday. You often will have things due either Thursday evening or Sunday evening.

The weekly activities are noted in the Modules section under the corresponding **To Do** pages. Each To Do pages include:

- Topic of the week
- Readings
- Multimedia (Audio, and/or Videos)
- Learning Activities - what activities you will be doing to help you learn
- Assessment - the activities that will be assessed (graded)

Course Topics and Schedule

Unit I (Weeks 1 - 4): The Situations Facing Working People

- [Week 1 \(May 30 - June 4\): Work and Our Lives](#)
- [Week 2 \(June 5 - 11\): Corporations and Work in the New Economy](#)
- [Week 3 \(June 12 - 18\): Social Class in the U.S.](#)
- [Week 4 \(June 19 - 25\): Economic Inequality Today](#)

Unit II (Weeks 5 - 8): Diversity, Work, and Employee Rights

- [Week 5 \(June 26 - July 2\): Employment Rights in the U.S.](#)
- [Week 6 \(July 3 - 9\): Work, Race, Ethnicity and Equality](#)
- [Week 7 \(July 10 - 16\): The New Immigration](#)
- [Week 8 \(July 17 - 23\): Gender, Work and Family](#)

Unit III (Weeks 9 - 12): Improving People's Lives, Course Wrap Up

- [Week 9 \(July 24 - 30\): The Legacy: The New Deal & Labor](#)
- [Week 10 \(July 31 - August 6\): Unions Today in the U.S., Part 1](#)
- [Week 11 \(August 7 - 13\): Unions Today Part 2: Organizing and American Labor Law](#)
- [Week 12 \(August 14 - 16\): Final Exam and Course Wrap-up](#)

Course Learning Objectives

By the end of the course, students in this course should be able to achieve the following SAS, SMLR, and LSER learning objectives:

School of Arts and Sciences Core Curriculum objectives met by this course: SCL (social analysis)

- Understand different theories about human culture, social identity, economic entities, political systems and other forms of social organization. (Goal I).

School of Management and Labor Relations curriculum objectives met by this course:

- Demonstrate an understanding of relevant theories and apply them given the background context of a particular work situation. (Goal IV)
- Demonstrate an understanding of how to apply knowledge necessary for effective work performance. (Goal VI)

Labor Studies and Employment Relations Department objectives met by this course:

- Demonstrate an understanding of the perspectives, theories and concepts in the field of labor and employment relations. (Goal 1).
- Apply those concepts, and substantive institutional knowledge, to understanding contemporary developments related to work. (Goal 2).

Theoretical Perspectives - Demonstrate an understanding of relevant theories and apply them given the background context of a particular work situation. (Goal 4)

- Evaluate and apply theories from social science disciplines to workplace issues

Understanding Context - Evaluate the context of workplace issues, public policies, and management decisions (Goal 5)

- Analyze the degree to which forms of human difference shape a person's experience of and perspectives on work
- Analyze a contemporary global issue in their field from a multi-disciplinary and intersectional perspective
- Analyze issues related to business strategies, organizational structures, and work systems
- Analyze issues of social justice related to work across local and global contexts (LSER)

Application – Demonstrate an understanding of how to apply knowledge necessary for effective work performance (Goal 6)

- Apply concepts and substantive institutional knowledge, to understanding contemporary developments related to work
- Understand the legal, regulatory and ethical issues related to their field

Professional Development – Demonstrate an ability to interact with and influence others in a professional manner, and to effectively present ideas and recommendations (Goal 7)

- Develop capabilities to work and lead in a multicultural and diverse environment
- Work productively in teams, in social networks, and on an individual basis
- Develop cultural agility competencies

Additional course objective from the instructors:

- Students will be able to apply facts and concepts from the course to argue convincingly against common contemporary fallacies related to employment relations.

Course Learning Materials

Textbook

- Stephen Sweet and Peter Meiksins. *Changing Contours of Work: Jobs and Opportunities in the New Economy*. 4th Edition. Sage, 2021 **ISBN-13: 9781544305691**.
- **Please note:** the second and third editions are similar to the fourth, although the latter is more up to date. The first is very different – do not use it. You will need to purchase the textbook.

Below are a couple of suggested book sellers with reasonable pricing. You are also welcome to purchase the book from your choice of retailers.

1. [Chegg Books](#)
2. [Valorebooks](#)

Supplemental Course Materials

- Other course materials, such as web articles, PDFs, and/or Multimedia are noted in the weekly Modules under the corresponding week's To Do pages. These supplemental course materials are provided to you, you do not need to purchase them. Additional course materials may be distributed throughout the semester as needed.

Computer and Other Technology Tools Requirements

- Access to the internet
- Reliable computer
- Headphones/Headsets - optional
- Webcam - optional
- Microsoft Word
- [Basic Computer Specifications for Canvas \(Links to an external site.\)](#)

For convenience, you can also download/install the Canvas Student App for Android or iOS devices. Follow the instruction on the respective app centers:

- [Canvas Student App for Android \(Links to an external site.\)](#)

- [Canvas Student App for iOS](#)

Technical Support & Canvas Tutorials

If you are new to Canvas or need a refresher tutorial, visit:

- [Getting Started In Canvas for Students \(Links to an external site.\)](#)

If you need technical assistance at any time during the course or to report a problem with Canvas:

- Contact [Rutgers IT Help Desk \(Links to an external site.\)](#). 833-648-4357, email help@oit.rutgers.edu, accessible 24 hours a day, 7 days a week.
- Refer to the [Canvas Student Tutorial \(Links to an external site.\)](#)
- View tutorials at [Course Tools Tutorials](#) (in the Modules section)
- Click the Help tab in the red navigation menu on left of this Canvas Site

How to Access Zoom

Virtual Office Hour is conducted through ZOOM meetings. If you have not activated your Rutgers ZOOM account, you will need to do so prior to class starts. Follow the steps below:

1. Follow instructions on [Creating Rutgers ZOOM Account \(Links to an external site.\)](#). Note: be sure to read what to do if you have an existing personal ZOOM account that uses your Rutgers email.
2. Once you have activated your Rutgers ZOOM account you will then need to make sure your Canvas default email is in the format **netid@rutgers.edu**. Follow instructions on [How to check and set your Canvas Default Email](#) if needed. Then you can access the scheduled ZOOM class sessions.
3. To access and join the scheduled class sessions, select the ZOOM tab from the left navigation menu, then select Join to join the scheduled session. If you are new to ZOOM, review the tutorials under [Course Tools Tutorials](#) or at [Rutgers ZOOM Homepage](#).

Grading Criteria

<i>Grading Components</i>	<i>Number of Points</i>
Discussion Forums 1 to 5	75 each, 375 total
Discussion Forum 6 (course wrap up, reflection)	40
Op-Ed Assignment	100
3 Quizzes	120 each, 360 points total
Pre-Test	10
Rights Check	10
Union knowledge check	10
Final exam (open book written format)	90
Extra credit Meet Your Learning Community forum	5

Total	1,000
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Grading Scale

<i>Points Range</i>	<i>Grade</i>
90 - 100	A
88 - 89.99	B+
80 - 87.99	B
78 - 79.99	C+
70 - 77.99	C
68 - 69.99	D+
67 and below	F

Note: The professors reserve the right to determine the division between B and B+ etc., although in many years B+ starts at an overall average of 88. That cutoff is subject to change each semester.

Stay on Track

Online learning requires a high level of self-directed learning, intentionality, and good time management skills. While online learning offers you flexibility and convenience to learn from anyplace, anytime, *you still have to adhere to the all due dates.*

To help you stay on track:

- Log in to Canvas for your course **on a daily basis**
- Check for any announcements, update to the syllabus, assignments, and/or discussions and respond accordingly
- Actively participate in the Discussion Forum
- Complete the assigned readings and/or media
- Complete the assigned exercises and projects
- Adhere to all due dates. Have a to-do list or refer to the To-Do lists here on the syllabus page (on the right).

In case of computer failure

Make sure you have an alternative plan of access to your Canvas course in case your computer crashes (it happens). Additionally, be sure to backup your important documents and assignments on a flash drive or other external device.

Rutgers Academic Integrity

Be sure to review and abide by the [Rutgers Academic Integrity](#)

TurnItIn Statement

Students (You) agree that by taking this course all required papers may be subject to submission for textual similarity review to **Turnitin.com** (via Canvas Assignments Portal) for the detection

of plagiarism. All submitted papers will be included as source documents in the Turnitin.com reference database solely for the purpose of detecting plagiarism of such papers. Use of the Turnitin.com service is subject to the [Usage Policy](#) posted on the Turnitin.com site.

If you do not agree please contact me immediately.

Where to Next?

After reviewing all the content of this Course Syllabus, proceed to [Modules](#), review the Learning Support Resources and begin Week 1 activities.