Introductory Seminar in Labor and Employment Relations 38:578:500:01 Fall 2012 Syllabus

Prof. Lisa Schur Phone: (848) 932-1743

Office: LEC 150B Email: Schur@work.rutgers.edu

Office hours: Wed. 3-4 or by appointment

This course is designed to introduce Master's students to current issues and research in the fields of labor, employment relations, and human resources. 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 current workplace and social issues through exposure to a variety of research topics and methods;
- 2. Develop 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.

For each presentation, two or three students will be responsible for leading the discussions and asking questions of the presenters. Discussion leaders should email me the questions and/or comments they have for the presenter at least a day ahead of time. Every student will be a discussion leader at least once. The discussions will address the substance of the readings and presentation, and the methods and assumptions used.

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 F12"
- 4. Click on "Resources" at the left
- 5. Click on the folder titled "38:578:500:01 F12 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

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, and lead some discussions.
- 2. Short papers (35%). You will write three 3-5 page papers, based on the 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 (preferably relating 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 12-15 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. Please submit both a hardcopy and an electronic version of your long 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 turn in assignments when they are due. There will be a penalty for late papers.

Class schedule:

Class 1 (Sept. 5)

Introduction

Discussion of:

"Securing Prosperity: New Rules for a New Economy," Paul Osterman, Working USA, Nov./Dec. 1999

"The Ethics of Work," Diane Dujon, <u>Dollars & Sense</u>, Jan/Feb, 1998, Issue 215, p. 26.

Industrial Relations and Human Resources

Class 2 (Sept.12)

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

Class 3 (Sept. 19)

Past, Present and Future of HRM Prof. Jeff Keefe, LSER department

Disability and Gender in the New Economy

Class 4 (Sept. 26)

Women in the Labor Market

Prof. Dana Britton, Center for Women and Work, and LSER department

Class 5 (Oct. 3)

People with Disabilities: Economic, Political, and Social Disparities Prof. Lisa Schur, LSER department

Library Research Methods, Donna Schulman, Librarian, SMLR

First Short Paper Due

Work Organization and Public Policy

Class 6 (Oct. 10)

Theories of Leadership Prof. Sue Schurman, Dean, SMLR

Class 7 (Oct. 17)

Public Policy and the Employee/Employer Relationship Prof. Doug Kruse, HRM and LSER departments

Class 8 (Oct. 24)

Immigration and Employment: History and Policy Prof. Janice Fine, LSER department

Class 9 (Oct. 31)

Employment Policy: The US and Western Europe Compared

Prof. Tobias Schulze-Cleven

Class 10 (Nov. 7)

Work in the Health Care Sector

Prof. Rebecca Givan, LSER department

Second Short Paper Due

Class 11 (Nov. 14)

Broad-based Capitalism, Employee Ownership and Profit Sharing in American Society

Prof. Joseph Blasi, HRM and LSER departments

No class Thanksgiving week

Education

Class 12 (Nov.28)

School Reform Policy and Organizational Collaboration Prof. Saul Rubinstein, LSER department

Class 13 (Dec. 5)

Education and the U.S. Workforce

Prof. David Finegold, Senior Vice President for Lifelong Learning and Strategic Growth Initiatives, Rutgers University

Third Short Paper Due

Class 14 (Dec. 12)

Workers and Unions in the 21st Century Carla Katz, LSER department

Conclusion

Long Paper Due