Issues in Work: Family Balance 37:575:392:01 Fall 2013

F 11:30am-2:30pm
Frelinghuysen Hall

Instructor: Julie Kashen, Adjunct Lecturer

Overview

This course introduces students to issues of work-family conflict and public policies that support working parents.

After completing the course, students will understand:

- Challenges in the workplace that impact parents.
- The role of public policy in supporting working parents.

Grading, Communication and Academic Integrity Policies

Grading:

Attendance and Class Participation (20%)

Introductory Exercise (20%)

Students are asked to write a one-page personal mission statement about addressing work and family. Students will outline their own career and family aspirations and note where the two fit well together and where potential conflicts might emerge. This paper is due November 8th.

Final Presentation (20%)

Students will work in groups to put together oral presentations to share with the class. The presentations will be on a policy topic related to work family balance. Students will choose from the below topics, or can get permission from the instructor to report on another related topic. Presentations will include: (1) A description of the public policy; (2) The problem the policy addresses; (3) The pros and cons of the policy idea; (4) What groups support/oppose the policy and why; and (5) The students conclusion about whether the policy is a good idea and why (either via consensus or majority and minority opinions). These presentations are due December 6.

- Comp Time
- Right to Request Legislation
- Child Care
- At Home Infant Care
- Temporary Assistance for Needy Families
- Telecommuting
Students should create a written presentation, using power point and/or multi-media channels to present their points – this will be submitted along with any supplemental materials.

Final Quiz (40%)

This quiz will test your knowledge from the readings from the class as well as the lectures and discussions.

Integrity Policies:

Academic and intellectual integrity is not only at the center of the policymaking process, but are also values of the Rutgers community. Because of this, we will hold all students to the following standards:

- Prompt arrival at all course sessions
- Attendance, participation, and respectful behavior in all sessions
- No use of cell phones and instant messaging during lectures
- Being engaged group members who participate fully in the group presentations

Statement on Academic Honesty:

All members of our community must be confident that each person’s work has been responsibly and honorably acquired, developed, and presented. Any effort to gain an advantage not given to all students is dishonest whether or not the effort is successful. We view a violation of academic honesty as a breech of trust, and will result in a “Fail” in this class, as well as possible suspension or expulsion from the institution. When in doubt about plagiarism, paraphrasing, quoting, or collaboration, consult the course instructors.

Reading Materials

All other materials will be posted on the course’s Sakai website.

The Schedule

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<tr>
<th>Week 1</th>
<th>Class starts Friday, November 1, 2013</th>
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<tr>
<td>F Nov. 1</td>
<td>Introduction to Work-Family Issues: How did we get here?</td>
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<td>Choose topics and groups for final project.</td>
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<td>Week 2</td>
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<td>F Nov. 8</td>
<td>Personal Missions and Introduction to Policy Solutions</td>
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<tr>
<td>Required Readings/Videos: Anne-Marie Slaughter “Why Women Still Can’t Have it All” The Atlantic, June 13, 2012</td>
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Keith Richman “Why Men Can’t Have it All” Huffington Post, October 25, 2012
James Joyner “Men Can’t Have it All Either” The Atlantic, June 26, 2012
Ellen Bravo “Having It All – the Wrong Question for Most Women,” Women’s Media Center, June 26, 2012

*Introductory Exercise Due*

**Week 3**

F Nov. 15   The Family and Medical Leave Act
Required Readings:
The Family and Medical Leave Act at 20: 100 Million Reasons to Celebrate and Move Forward, The National Partnership for Women & Families, February 2013

**Week 4**

F Nov. 22   Paid Time Off
Required Readings:
Fact Sheet: Paid Family and Medical Leave, Sarah Jane Glynn, Center for American Progress, August 16, 2012
Fact Sheet: Paid Sick Days: Jane Farrell and Joanna Venator, Center for American Progress, August 16, 2012
Down with Paid Sick Leave, Richard Epstein, Hoover Institution, April 13, 2013

**Week 5**

No Class Week of Thanksgiving

F. Dec. 6   Bringing it All Together

*Final Presentations*

*Final Quiz*