Labor, Work, and Society:
Sample programs and optional Sociology concentration

Sample programs for primary or secondary fields

We lay out nine sample programs for students in the program, which can be adapted for either primary or secondary fields in the Ph.D. program. Students should consider these programs as models of the kinds of individualized programs they can devise. They are designed to stimulate thoughtful planning, and we encourage students to adapt these in consultation with their committees. An individual program is limited only by the imagination of the student, working in consultation with his/her advisers. Please note that not all of the courses listed in these sample programs are offered every year, so the course of study has to be based on the course offerings for each year.

The first six programs are completed primarily in the IRHR program, the final three are examples of a sociology concentration (described below). These programs are flexible so that any can be constructed with or without a concentration in sociology. The sample programs are:

1. Organizations and workplace transformation
2. Diversity and inclusive organizations
3. Labor education
4. Labor and employment policy
5. Dispute resolution
6. Employee ownership, profit sharing, and broad-based stock options
7. Labor and globalization
8. Gender and work
9. Labor and social movements

In the second semester of their first year, each student with Labor, Work, and Society as a primary field will work with the Ph.D. Director to assemble an advisory committee of 3 faculty members, who will advise the student's Master's thesis and provide on-going advice on curriculum, research opportunities, conferences, and general intellectual development. This committee's membership may change over time as the student works on his or her qualifying exam and dissertation.

Optional Sociology concentration

Students in the Labor, Work, and Society field have the option of a concentration in sociology. This will tie the study of employment relations to sociological theory and methods, and provide training that can prepare students for academic jobs in sociology along with many other types of positions. Students taking this concentration will have at least one sociologist on their advisory committees, and at least one on their dissertation committees. In consultation with their committee chair and the Ph.D. Director, students choosing the sociology concentration may wish to include a committee member from the Sociology Department on their committee, or a sociologist from SMLR. A Sociology Department member may chair a dissertation after being

appointed as a member of the IRHR graduate faculty, or may otherwise serve as an external member on a dissertation committee. This concentration will require that students: a) take at least 2 of their 4 required Ph.D. methods courses in the Sociology Department, b) take at least 1 Ph.D. theory class in the Sociology Department, and c) take at least 3 Ph.D. substantive classes in the Sociology Department. The specific courses will be chosen in consultation with the student's committee and the Ph.D. Director.

Sample programs within Labor, Work, and Society			
	Organizations and Workplace Transformation	**Diversity and Inclusive Organizations**	**Labor Education**
Core classes (9 credits)	IR seminar (16:545:611) HR seminar (16:545:612) OB seminar (16:545:618)	IR seminar (16:545:611) HR seminar (16:545:612) OB seminar (16:545:618)	IR seminar (16:545:611) HR seminar (16:545:612) OB seminar (16:545:618)
Methods (12 credits)	Research methods (16:545:613 or 16:920:501) Statistics (16:970:511 or 16:920:541) Qualitative Methods (34:833:628 or 16:920:615) Network Analysis (16:920:511)	Research methods (16:545:613 or 16:920:501) Statistics (16:970:511 or 16:920:541) Qualitative Methods (34:833:628 or 16:920:615) Other methods/stats	Research methods (16:545:613 or 16:920:501) Statistics (16:970:511 or 16:920:541) Qualitative Methods (34:833:628 or 16:920:615) Other methods/stats
Primary field (15 credits)	Organizational Theory (16:545:619) Economics (16:545:615) Sociology of Work (16:920:632) Employee Involvement and New Work Organization (38:578:556) Globalization, Corporate Restructuring, and Employment (38:578:530) New Directions in College Bargaining (38:578:563) Sociology of Organizations (16:920:524) Corporate Governance (38:533:636)	Inclusive Organizations (38:578:610) Sociology of Gender (16:920:618) Sociology of Organizations (16:920:524) Women and Work (38:578:541) Seminar in Minorities and Work (38:578:551) Race and Ethnicity (16:920:614) Immigration, Public Policy, and Worker Rights (38:578:526) Employment Law (38:533:566) Managing Diversity (38:533:615)	Collective Bargaining (38:578:560) New Directions in Collective Bargaining (38:578:563) Labor Law (38:578:550) Grievance Arbitration (38:578:575) Public Sector Collective Bargaining (58:578:565) Labor/Employment History (38:578:612) Practicum in Adult Non-Credit Education or Training (38:578:695) Sociology of Work (16:920:632) Adulthood and Learning (15:233:543) MHRM Selected Problems: Distance Education (38:533:612)
Secondary field (9 credits)	Customized	Customized	Customized
Proseminar	3 credits	3 credits	3 credits
Master's thesis	6 credits	6 credits	6 credits
Dissertation	18 credits	18 credits	18 credits

Sample programs within Labor, Work, and Society (continued)			
	Labor and Employment Policy	**Dispute Resolution**	**Employee Ownership, Profit Sharing, and Broad-based Stock Options**
Core classes (9 credits)	IR seminar (16:545:611) HR seminar (16:545:612) OB seminar (16:545:618)	IR seminar (16:545:611) HR seminar (16:545:612) OB seminar (16:545:618)	IR seminar (16:545:611) HR seminar (16:545:612) OB seminar (16:545:618)
Methods (12 credits)	Research methods (16:545:613 or 16:920:501) Statistics (16:970:511 or 16:920:541) Discrete Choice Methods (34:970:630) Advanced Qualitative Methods (34:833:628)	Research methods (16:545:613 or 16:920:501) Statistics I (16:970:511 or 16:920:541) Statistics II (16:970:512 or 16:920:542) Other stats/methods	Research methods (16:545:613 or 16:920:501) Statistics I (16:970:511 or 16:920:541) Statistics II (16:970:512 or 16:920:542) Other stats/methods
Primary field (15 credits)	Public Policy Formation (34:833:510) Planning, Public Policy and Social Theory (16:970:624) Labor Market Policy (34:833:555) Economics (16:545:615) Employment Law (38:533:566) Labor Law (38:578:550) Immigration, Public Policy, and Worker Rights (38:578:526) Benefits and Social Insurance (38:578:610) Sociology of Work (16:920:632) Inequalities (16:920:573)	Collective Bargaining (38:578:560) Labor Law (38:578:550) Employment Law (38:533:566) Conflict Resolution in the Workplace (38:578:515) Interest Dispute Settlement (38:578:570) Grievance Processes and Arbitration (38:578:575)	Economics (16:545:615) Corporate Governance (38:533:636) Organizational Theory (16:545:619) Employee Involvement and New Work Organization (38:578:556) Multilevel Theory and Research (16:545:617) Employee ownership, profit sharing, and broad-based stock options (under development)
Secondary field (9 credits)	Customized	Customized	Customized
Proseminar	3 credits	3 credits	3 credits
Master's thesis	6 credits	6 credits	6 credits
Dissertation	18 credits	18 credits	18 credits

Sample programs within Labor, Work, and Society, with Sociology concentration*			
	Labor and Globalization	**Gender and Work**	**Labor and Social Movements**
Core classes (9 credits)	IR seminar (16:545:611) HR seminar (16:545:612) OB seminar (16:545:618)	IR seminar (16:545:611) HR seminar (16:545:612) OB seminar (16:545:618)	IR seminar (16:545:611) HR seminar (16:545:612) OB seminar (16:545:618)
Methods (12 credits)	Research Methods (16:545:613 or 16:920:501) Statistics (16:970:511 or 16:920:541) Qualitative Methods (16:920:615 or 34:833:628) Comparative and Historical Methods (16:920:520)	Research Methods (16:545:613 or 16:920:501) Statistics (16:970:511 or 16:920:541) Qualitative Methods (16:920:615 or 34:833:628) Other methods/stats	Research Methods (16:545:613 or 16:920:501) Statistics (16:970:511 or 16:920:541) Statistics II (16:970:512 or 16:920:542) Qualitative Methods (16:920:615 or 34:833:628)
Primary field (15 credits)	**Theory:** Contemporary or classical sociological theory (16:920:515 or 516) **Electives (select from among):** Globalization and Int'l Development (16:920:511) Nationalism, Migration, and Citizenship (16:920:570-573) Labor & Globalization (16:920:570-573) Global Structures (16:920:570-573) Seminar in Int'l/Comparative Labor and Employment Relations (38:578:562) Immigration, Public Policy, and Worker Rights (38:578:526) Globalization, Corporate Restructuring, and Employment (38:578:530) Globalization and the Future of Employment (38:578:555) Economic Sociology (16:920:570-573) Social Demographics (16:920:570-573) Sociology of Economic Development (16:920:570-573) Sociology of Symbolic Boundaries (16:920:570-573) Space, Place, and Community(16:920:570-	**Theory:** Contemporary or classical sociological theory (16:920:515 or 516) **Electives (select from among):** Sociology of Gender (16:920:618) Inequalities (16:920:570-573) Sociology of Sexuality (16:920:570-573) Sociology of Work (16:920:632) Women and Work (38:578:541) Work and Social Change (38:578:566) Agency, Subjectivity and Social Change (16:988:520) Economic Sociology (16:920:570-573) Sociology of the Family (16:920:570-573) Cognitive Sociology (16:920:646) Sociology of Symbolic Boundaries (16:920:570-573)	**Theory:** Contemporary or classical sociological theory (16:920:515 or 516) **Electives (select from among):** Social Change(16:920:570-573) Inequalities (16:920:570-573) Power and Coercion (16:920:570-573) Sociology of Work (16:920:632) Social Movements (16:920:570-573) Labor/Employment History (38:578: 612) Work and Social Change (38:578:566) Immigration, Public Policy, and Worker Rights (38:578:526) Topics in Labor and Employment Relations: Social Movements (38:578:610, 611, 613, 614) New Directions in Collective Bargaining (38:578:563) Sociology of Organizations (16:920:524) Political Sociology (16:920:641) Culture, Cognition and the Media (16:920:570-573) Time, History and Memory (16:920:504)

	573)		
Secondary field (9 credits)	Customized	Customized	Customized
Proseminar	3 credits	3 credits	3 credits
Master's thesis	6 credits	6 credits	6 credits
Dissertation	18 credits	18 credits	18 credits
* See the full set of relevant classes within sociology below. These programs may also be developed without a Sociology concentration.			

Relevant courses in sociology (for additional details and syllabi, see **http://sociology.rutgers.edu/gradcourses.html** for current courses, and **http://sociology.rutgers.edu/gradsyllabi.html** for previous courses).

Sociological Theory	
Classical Sociological Theory (16:920:515) Contemporary Sociological Theory (16:920:516)	Feminist Theory (16:920:503) Theories of Power (16:920:570)
Sociological Methods	
Social Research Methods (16:920:501) Analysis of Sociological Data I (16:920:541) Analysis of Sociological Data II (16:920:542) Comparative and Historical Methods (16:920:520) Qualitative Methods (16:920:615)	Ethnographic Methods (16:920:571) Network Analysis (16:920:511) Advanced Methods (16:920:633) Quantitative Analysis Seminar (16:920:702)
Potential Electives in Sociology*	
Time, history, memory (16:920:504) Globalization and International Development (16:920:511) Sociology of Organizations (16:920:524) Nationalism, Migration, and Citizenship (16:920:570-573) Social Movements (16:920:570-573) Sociology of Economic Development (16:920:570-573) Dis/organization (16:920:570-573) Gender, sexuality and social movements (16:920:570-573) Sociology of Culture (16:920:570-573) Sociology of the Family (16:920:570-573) Global Structures (16:920:570-573) Labor and Globalization (16:920:570-573) Sociology of Sexuality (16:920:570-573) Power and Coercion (16:920:570-573)	Social Change (16:920:570-573) Space, Place, and Community(16:920:570-573) Culture, cognition, and the media (16:920:570-573) Technology and Society (16:920:570-573) Environmental Change (16:920:570-573) Inequalities (16:920:570-573) Race and ethnicity (16:920:614) Sociology of Gender (16:920:618) Sociology of Work (16:920:632) Political sociology (16:920:641) Cognitive Sociology (16:920:646) Economic Sociology (16:920:570-573) Social Demographics (16:920:570-573) Sociology of Symbolic Boundaries (16:920:570-573)
*Other electives may be possible as well. Students should consult their committee and Ph.D. Director.	