

Fall 2013

**POINTS OF INTEREST**

- Spring schedules of classes available on page 8.

**Inside this issue:**

LSER Staff	2
Career Services	3
RU POWER & USAS	4
New MLER students	5
Carey Library	6
Faculty News	7
Spring 2014 schedule	8

## NEW FACULTY MEMBER JOINS SMLR; LAUNCHES NEW CONFLICT RESOLUTION INDEPENDENT STUDY EXPERIENCE



Professor William Dwyer, a SMLR alum, joined the faculty this fall, having recently retired as the manager of labor and employment relations at

PSEG. Under his direction, the Labor Studies department has launched a new independent study opportunity in conflict resolution for students interested in mediation and arbitration. The independent study will be supervised by Professor William Dwyer and will feature a combination of assigned readings, independent research, and the

opportunity to observe mediation or arbitration hearings. The independent study will culminate in a research paper based on a research topic that students formulate under the guidance of Professor Dwyer. This independent study experience is particularly valuable for students interested in pursuing careers in arbitration or mediation or in a research-oriented career. Moreover, there is a professional development component, as students will make connections with active professionals in the field.

See DWYER on page 3

### Labor Studies Department Offers Negotiations during the Winter Session

SMLR will be offering *Negotiations* (38:578:505), taught by Professor Jeff Keefe. This is the first time the department is offering a graduate course during the winter session. The course will cover negotiation strategy and tactics; concepts such as power, leverage, and concessions; applications of negotiation skills and; negotiation skill development. Negotiating is a particularly valuable skill in the workplace, with professional development, and in the world at large.

Winter Session courses enable students to take a single course at a time in a more concentrated format. The classes meet will meet five nights a week from 6:00-8:50 from 12/23,12/26-12/30, 1/2 -1/17.

### MLER Program Welcomes Second Largest Incoming Fall Class

The Labor Studies department welcomed its second largest incoming graduate fall class and largest incoming summer class in school history despite a reported national decrease in first-time graduate school enrollments. The department welcomed students with a variety of undergraduate majors including Economics, Management, Political Science, Psychology, Sociology, in addition to a number of Labor Studies majors.

This year the department welcomed over 50 new incoming matriculating students and about a dozen new nonmatriculating students into the Master of Labor & Employment Relations program between the summer session and fall semester.

See MLER on page 5

The Labor Studies & Employment Relations Academic Program office is located at the Labor Education Center on the Cook/Douglass Campus (50 Labor Center Way), adjacent to the Sears parking lot, across from the Henderson Apartments.

#### REGISTRATION TIP

To request special permission numbers:

- For an MLER course, email your request to [sdeb@work.rutgers.edu](mailto:sdeb@work.rutgers.edu)
- For an MHRM course, email your request to [jeriksen@smlr.rutgers.edu](mailto:jeriksen@smlr.rutgers.edu).
- Include your **name**, **RUID**, **course name**, and **course number**.

### ACADEMIC PROGRAMS STAFF



**PAULA VOOS**  
Director of Academic Programs  
(848) 932-1748  
[pbvoos@work.rutgers.edu](mailto:pbvoos@work.rutgers.edu)

Professor Voos is available to speak to students whenever she is in her office (room 140). Mornings are typically the best time to call or drop in. You can also make an appointment to meet with her.



**SATTIK DEB**  
Director of Student Services  
(848) 932-0303  
[sdeb@work.rutgers.edu](mailto:sdeb@work.rutgers.edu)

Sattik oversees graduate student advising, admissions counseling, coordinating graduate admissions, student recruitment, and career services.



**AMY MARCHITTO**  
Student Advisor  
(848) 932-8559  
[amarchitto@work.rutgers.edu](mailto:amarchitto@work.rutgers.edu)

Amy provides academic advising to undergraduate students. She has walk-in hours Monday through Thursday after 4:00 pm. She is also available by appointment.



**BARBARA KONOPKA**  
Program Coordinator  
(848) 932-4252  
[Barbara.Konopka@work.rutgers.edu](mailto:Barbara.Konopka@work.rutgers.edu)

Barbara provides administrative support to the department including scheduling, and updating student records.

### Department Establishes New Career Services Coordinator Position



In its ongoing efforts to bolster its career services operations, the Labor Studies department recently established a new part-time career services coordinator position. Jawray Yu, a current graduate student in the MLER program was hired as the inaugural coordinator and is responsible for networking with employers and assisting current students and alumni with internship and job placement. The department additionally provides access to important tools such as a dedicated Career Knight portal specifically for Labor Studies and other SMLR students (in addition to the University portal) and Career Shift, a job and internship search tool.

For information about or assistance with internship or employment placement, contact Ray at [careerservices@work.rutgers.edu](mailto:careerservices@work.rutgers.edu).

## SMLR HOSTS BIENNIAL CAREER FAIR



On October 11, the School of Management & Labor Relations hosted its biannual career fair at the Livingston Student Center. An estimated 500 SMLR undergraduate and graduate students and alumni attended the event. The career fair was free for both recruiters and prospects.

Dressed in suits, with résumés in hand, SMLR students and alumni packed Livingston Hall and browsed nearly 30 employer booths—from financial organizations to pharmaceutical companies. The turnout exceeded SMLR expectations and the event was hailed by the recruiters as a success. Several companies were represented by SMLR alumni and a number of employers were aided by current SMLR students who are serving as interns.

This semester's fair was a multi-faceted event that also featured a LinkedIn booth, a moderated alumni panel discussion in the morning and one-on-one alumni mentoring throughout the day. Panelists included Melissa Daniel, a labor arbitrator and mediator, Bill Dwyer, a former manager of labor and employment relations with PSEG and current SMLR faculty member, John Castella, an organizer with the Communication Workers of America and part-time lecturer with the Labor Studies department and, Lynne Zuhameny, a retired human resource manager. The panel was moderated by director of services, Sattik Deb, and covered a broad array of topics including interview skills, the significance of networking, work-life balance, and professional development.

The next School of Management & Labor Relations career fair is slated for the spring semester on February 14 at the Livingston Student Center.

### UPCOMING UNIVERSITY CAREER SERVICES EVENTS

**Career Decision-making 101**  
5:00 - 6:30 pm  
Rutgers Student Center  
November 5, 2013

**Mock Interview Clinic**  
1:00—4:00 pm  
Busch Campus Center  
November 8, 2013

**How to Find an Internship**  
12:00 - 1:00 pm  
Busch Campus Center  
November 15, 2013

**Speed Networking Event**  
6:00 - 9:00 pm  
Rutgers Student Center  
December 4, 2013

These programs are open to all students and require preregistration. To register, visit the University Career Knight portal.

### MLER Student Admitted to the NLRB Internship Program



MLER student Frannie Kenajian was admitted into the highly competitive National Labor Relations Board internship program for the fall semester. Working with the Student Volunteer Service Program in the Newark field office, interns assist in the investigation of allegations of unfair labor practices against employers and unions; they meet with witnesses to gather evidence, analyze evidence and make recommendations as to the disposition of the case. Interns are also given the opportunity to observe and assist in the conduct of representation elections. In conjunction with the internship, Frannie will be conducting independent research under the supervision of Professor James Cooney.

### MLER Student Admitted to the New York Union Semester Program



MLER student Melanie Liu was admitted into the New York Union Semester Program, a semester-away program for undergraduate and graduate students. New York Union Semester combines courses with a mentored internship at a labor union or worker organization. Internships are 32-hours a week and students attend four classes each week where they learn about organized labor. As interns at labor unions and affiliated organizations in New York City, students gain an understanding of the inner workings of organized labor while they make a contribution to the work of the movement. Jiajing will be interning with a local union as a union representative.

The program is sponsored by The Murphy Institute at The City University of New York.

## RU POWER Partners with Walgreens

The Labor Studies student organization RU POWER (Promote Overall Worker and Employee Relations) participated in a Lunch & Learn session, sponsored by Walgreens, on October 4. Members of Walgreens' management leadership team met with a dozen Rutgers students at their district office in Springfield, NJ to discuss the operations and business side of retail management and to offer management employment and internship opportunities. Students were invited back for future meetings to discuss human resources and labor relations training issues.

The meeting with Walgreens leadership was the first of several major events RU POWER is organizing this year. The organization is holding an Alternative Dispute Resolution/Employment Law panel discussion on November 8 at 1:00 (location to be determined). Invited panelists include an Equal Employment Opportunity Commission (EEOC) mediator and an attorney experienced in alternative dispute resolution.

All graduate and undergraduate students are eligible to join RU POWER and attend its events. RU POWER meets on most Wednesday evenings at 8:00 PM in the Student Lounge of the Labor Education Center.

For further information or to be added to the group's Sakai site, please contact Hijira Ali ([hijira.ali@rutgers.edu](mailto:hijira.ali@rutgers.edu)), Lou Maricondi ([lou.maricondi@gmail.com](mailto:lou.maricondi@gmail.com)), or the organization's faculty advisor, Professor James Cooney ([jcooney@work.rutgers.edu](mailto:jcooney@work.rutgers.edu)).



### SMLR T-SHIRTS

\$10.00

#### FEATURES:

- 100% heavy weight pre-shrunk cotton
- Available in red or black
- Two-color imprint
- Rib-knit collar
- Made in USA

See Barbara Konopka to purchase yours today!

## Rutgers United Students Against Sweatshops (USAS)

Rutgers University's United Students Against Sweatshops is continuing to expand its membership and activities across campus in 2013. USAS has partnered with New Labor, a workers center in New Brunswick, to pass a wage theft ordinance in the city that would make sure that workers are paid the wages they are supposed to receive from employers. USAS has also been working on raising awareness about the conditions faced by textile workers in Bangladesh, where factory fires over the past year have resulted in many preventable fatalities. USAS meets Thursday evenings at 9:00, in Scott Hall Room 220.

Anyone interested in joining USAS can email [rucampusjustice@gmail.com](mailto:rucampusjustice@gmail.com)

### DWYER Cont'd from front

Professor Dwyer has over 20 years of experience serving as a mediator for the Superior Court of New Jersey through the Court's Community Dispute Resolution Program. He is the past president of the New Jersey Labor and Employment Relations Association and was recently elected to serve on the national board for the Labor and Employment Relations Association. Professor Dwyer has connected with several mediators and arbitrators who have agreed to work with SMLR including Patrick Westerkamp, Esq. of Westerkamp ADR Services, LLC, Erica Tener, an arbitrator and fact finder and SMLR alum, Douglas S. Abel, Esq. of Abel Alternative Dispute Resolution, and Lisa Charles, also an SMLR alum and a self-employed arbitrator and mediator.

Interested students may contact Professor Dwyer at [wdwyer@work.rutgers.edu](mailto:wdwyer@work.rutgers.edu). The department will offer up to two spots per semester and if accepted, students will receive three degree credits.

**CONGRATULATIONS  
OCTOBER 2013  
GRADUATES!**

ARTHUR ANDERSON  
KARINA ARCILA  
LAURA BARRETT  
JOSEPH BENEDETTO  
ALLISON DECIBUS  
JILLIAN EAGEN  
SAMANTHA GARCIA  
MISTY GAVAZZI  
JACLYN HOEY  
CHRISTINA JEFFERSON  
AMIR HOSSEIN MALEKI  
DAPHNE MOLINA  
ELIZABETH MOORE  
OSINACHI ONUKOGU  
JASMINE QUINONES  
BRENDA YALLEY

**MLER Cont'd from front**

The growth in the graduate student body reflects its broad appeal across disciplines.

In addition to welcoming students from Rutgers New Brunswick, three are incoming students from Rutgers Newark, Brown, CUNY, Kean University, Ohio State University, SUNY, University of Utah, Western Michigan University, among others.

The MLER program currently has over 130 active students and has also graduated 16 students in October.

**“It’s who you know”: Alumni Networking**

Networking is the key to success in the working world today. The better people are connected, the more likely they are to flourish. Whether it is business or alumni networking, it helps you find jobs and build connections. SMLR alumni play a major role in helping current students pursue internship and job opportunities and one-third of the employers at the SMLR career fair were represented by SMLR alumni. A recent example of successful networking is Shreya Shah, a 2009 graduate who was hired in February as Human Resources Generalist by the HR Coordinator with Catholic Charities of Newark, Samantha Hinton, a 2012 SMLR graduate. The position was posted through the MLER listserv when Hinton contacted the department about the opportunity.

**Incoming Summer 2013**

Kelly Clouser  
Suzanne Eng  
Jessica Gisondi  
Yvette Henry  
Bruce Howard  
Kevin Jones  
Allyssa Lauria  
Nick Marsh  
Nicol O’Mealley  
Kristina Palmer  
Asha Ruth  
Steven Troulis  
Jordan Wiley  
Jiajing Xu

**Incoming Fall 2013**

Hijira Ali  
Tanya Alvarado  
Jazmin Arrington  
Sydney Bethea  
Anna Bosted  
Donte Boyer  
Robert Buratt  
Sunyu Chai  
Manmeet Chawla

Diego Chica  
Evette Cortes  
Joseph Daniele  
Leyla Darzanoff  
Stephen Dehnz  
Brian Dupuis  
Michael Dwyer  
Farnoosh Farhang  
Jenna Hampton  
Veronica Iniguez  
Catherine Jimenez  
Austin Johnson  
Frannie Kenajian  
Gahee Kim-Kaleli  
Golan Kochanovsky  
Jung Ook Kim  
Clavon Leonard  
Brian Lindenbaum  
Joseph Longo  
John Maggio  
Paola Minervini  
Patricia Morrison  
Daniel Myron  
Aldona Pajackowski  
Nicola Pharai  
Brooke Poat  
William Poku  
Ashley Pryor  
Stephanie Rivera

Zainab Sadiq  
Victoria Sadowski  
Diego Santelices  
Brian Scheets  
Milly Sil  
Lachelle Simpson  
Samona Sufian  
Quadria Tankard  
Francina Tapia  
Edward Tillman  
Lewis Toler  
Ekene Ugboaja  
Malgorzata Urbaniak  
Ankush Vermani  
Jennifer Wassong  
Marie Williamson  
John Yarusinsky  
Yarrow Willman-Cole

## The Carey Library: The Information Place for SMLR Students

Carey Library: <http://smlr.rutgers.edu/carey-library>

Rutgers University Libraries (RUL): <http://libraries.rutgers.edu>

### Scholarly eResources at Your Fingertips: Books, Articles, Videos and More!



#### eBooks

Would you like to start and finish your research assignment in the comfort of your own home but still gather credible and scholarly resources? You so can! RUL has access to thousands of eBooks.



#### Articles

You can search for eBooks in two ways. First, you can go directly into the Library Catalog and conduct an advanced search for books using the "RU-Online: Rutgers Digital Library" location along with the format labeled, "Book." Another way is to use the Electronic Books Resource Guide at

<http://libguides.rutgers.edu/ebooks>. RUL has a variety of both general and subject-specific databases to search for eBooks. Try Oxford Scholarship Online, Wiley Online Library, and Sage Knowledge. When you need a peer-reviewed article, try an online database first before heading off to Google.



#### Streaming Videos

Academic Search Premier, America: History and Life, and JSTOR are good places to start. To find more databases for labor and employment studies visit: [http://www.libraries.rutgers.edu/indexes/subjects/indexes\\_social\\_sciences](http://www.libraries.rutgers.edu/indexes/subjects/indexes_social_sciences). Finally, if you need a video, forget YouTube! RUL has access to streaming videos covering documentaries in a variety of subject areas. You can find them either in the Library Catalog or searching the following databases: VAST: Academic Video Online, Alexander Street Video, and TV-NewsSearch. Searching for these items in the Library Catalog can be a little tricky, so feel free to stop by, call or email the Library with any questions you might have!

### LIBRARY FALL HOURS

Monday – Thursday 10:00 am – 8:00 pm

Friday: 10:00 am – 2:00 pm

Saturday: 10:00 am – 2:00 pm

Sunday: Closed

Thanksgiving weekend: Wednesday, November 27<sup>th</sup> 10:00 am – 5:00 pm

Thursday, Nov. 28<sup>th</sup>- Dec. 1<sup>st</sup> Closed

Questions about hours, access, or circulation, contact Eugene McElroy at 848-932-9513.

Julie Moscinski, Library Director

[jmoscinski@smlr.rutgers.edu](mailto:jmoscinski@smlr.rutgers.edu), 848-932-9608

Eugene McElroy, Library Associate

[mcelroy@work.rutgers.edu](mailto:mcelroy@work.rutgers.edu), 848-932-9513

### SMLR Appoints New Library Director



Julie Moscinski has been appointed as director of the James B. Carey Library to succeed the recently retired Donna Schulman. Previously, Julie spent the last nine years working as a librarian at Raritan Valley Community College. Her most recent appointment was as Raritan Valley's director of library services. Julie earned her Master of Arts in Leadership and Public Administration from Centenary College and a Master of Library and Information Science from Rutgers. Julie will provide leadership to develop and maintain excellence in the library's program of information services. She will also collaborate with our teaching faculty to integrate library services into the research, teaching and learning environment of the School.

## FACULTY & PHD UPDATES

**Vik Advani** was recently appointed to the Middlesex County Ethics Committee, which is a pro bono group appointed by the New Jersey Supreme Court to investigate and adjudicate allegations of unethical conduct committed by attorneys.

**Professor David Bensman** had two visitors to the senior seminar this month: Agata Rybalkiewica, of Rutgers Career Services, and **Bill Dwyer**, former Director of Labor and Employment Relations at PSE&G, who is now an instructor in the department.

**Professor Dorothy Sue Cobble's** recent publications include "Pure and Simple Radicalism: Putting the Progressive Era AFL in Its Time," in *Labor: Studies in the History of the Americas* (Winter 2013), 61-87, which is part of her new book project, *Restoring America's Lost Egalitarian Democracy*, under contract with The New Press. In October she gave a talk at the John F. Kennedy Presidential Library in Boston in honor of the Fifty Anniversary of Kennedy's Presidential Commission on the Status of Women and a talk on the future of labor at Harvard University celebrating the Harvard Union of Clerical and Technical Workers' Twenty-fifth Birthday.

**Professor Adrienne Eaton's** research on the consequences of having graduate student employees be represented by a union, written with **Professor Paula Voos** and recent PhD student **Sean Rogers**, was the basis of an article in *Inside Higher Ed*. The research finds that Professor-PhD student relationships are not degraded (as opponents of representation claim) by union representation and that indeed, unionized graduate student employees report greater professional respect than do their nonunion counterparts. See [www.insidehighered.com/news/2013/10/08/survey-compares-views-graduate-students-unionized-and-non-unionized-campuses](http://www.insidehighered.com/news/2013/10/08/survey-compares-views-graduate-students-unionized-and-non-unionized-campuses) for more information.

On September 6, **Professor Janice Fine** was quoted in a *New York Times* article on the A.F.L.-C.I.O.'s plans to increase their union membership by adding millions of nonunion members. "There's a general understanding that something major needs to be done," says Professor Fine. You can read the full article at [www.nytimes.com/2013/09/07/business/afl-cio-has-plan-to-add-millions-of-nonunion-members.html?pagewanted=all&r=0](http://www.nytimes.com/2013/09/07/business/afl-cio-has-plan-to-add-millions-of-nonunion-members.html?pagewanted=all&r=0)

**Professor Doug Kruse** has agreed to serve as a senior economist on the White House Council of Economic Advisers in Washington, D.C. from September 2013 through August 2014. Professor Kruse will provide input on economic policy through research and writing on a variety of policy topics, and he will help prepare the "Economic Report of the President, 2014."

**Professor Yana Rodgers** is currently serving a one-year term as President of the International Association for Feminist Economics (IAFFE). One of the main tasks this position entails is to plan the program for the annual IAFFE conference, which is held in a different country every summer. Next year it will be held in Africa for the first time, in Ghana, from June 25 to June 27. Students are also encouraged to check the IAFFE website ([www.iaffe.org](http://www.iaffe.org)) for information about submitting a paper and attending the annual conference.

**Professor Tobias Schulze-Cleven** hosted the first speaker in a seminar series funded by Rutgers' GAIA Centers to bring together members of the Labor Studies and Employment Relations Department, the Political Science Department, and Rutgers Business School in learning about current trends in labor relations across the world. Christian Ibsen from the University of Copenhagen discussed recent changes in Danish and Swedish collective bargaining. Despite bargaining decentralization, both countries continue to generate very equal labor market outcomes. Ibsen also spoke in Professor Schulze-Cleven's UG classes where students were surprised to learn that in Denmark, college students not only do not have to pay tuition, but they also receive a

generous stipend from the government for studying!

**Professor Lisa Schur** recently completed a paper, written jointly with **Professor Paula Voos** and Steven Abraham, SUNY-Oswego, and submitted it to the *Advances in Industrial and Labor Relations*. The paper, titled, "Changing Union Representation Voting Regimes: What Can We Learn?" extends Professor Schur's expertise in voting access for the disabled to the study of telephone and internet voting in union representation elections.

**Susan J. Schurman, Dean of the School of Management and Labor Relations**, recently visited the L.O (the largest union federation in Sweden) to discuss a SMLR program for high-level union representatives from the 13 unions that make up the organization. She was joined by **Professors Adrienne Eaton and Paula Voos**. **Professor Rebecca Givan** will join her in working on the hybrid program; the Swedish delegation will be in New Brunswick in late March and early April.

**Professor Niki Dickerson von Lockette** and her husband, Paris, recently joined the faculty at Pennsylvania State University. Professor Dickerson von Lockette proudly represented SMLR as an expert in the structural features of the U.S. labor market that enable or hinder access to employment opportunities for black and Latino workers. She will continue to lend her expertise in her exciting new position and happily resides with her family in State College, PA.

### IN MEMORIAM

On Tuesday, August 27, Kay Lynch-Cutchin died after a battle with cancer which had developed unnoticed until July. Kay was a long-time Rutgers staff-member and had recently been appointed to a faculty position with the Labor Studies department. She developed the department's online *Writing in Employment Relations* course. A service was held on September 7 at Kirkpatrick Chapel.

**LABOR STUDIES & EMPLOYMENT RELATIONS - GRADUATE SCHEDULE SPRING 2014 - MLER**  
**CLASSES BEGIN TUESDAY, JANUARY 21, REGULAR CLASSES END MONDAY May 5**  
**(SPRING BREAK SAT. 3/15 - SUN. 3/23) FINAL EXAMS: THURSDAY, MAY 8 - WEDNESDAY, MAY 14**

38:578:500:01	04296	Introductory Seminar in Labor and Employment Relations	M	7:20pm-10:00pm	C/D - Labor Ed. Ctr.	130/131	Schur, Lisa
38:578:501:02	17593	Research Methods in Labor and Employment Relations	T	7:20p.m.-10:00p.m.	C/D - Labor Ed. Ctr.	130/131	Keefe, Jeff
38:578:502:90	10900	Writing in Employment Relations	Online				Sciacchitano, Kathleen
38:578:510:90	09469	The Inclusive Workplace	Online				Marsden, Anne Michelle
38:578:520:01 37:575:375:01	09468/07163	Benefits and Social Insurance	W	7:20pm-10:00pm	C/D - Labor Ed. Ctr.	130/131	Keefe, Jeff
38:578:550:90	11863	Labor Law	Online				Katz, Carla
38:578:551:01	16956	Seminar in Minorities & Work	M	4:30p.m.-7:10p.m.	C/D - Labor Ed. Ctr.	130/131	Reid, Sarah
38:578:560:01/ 37:575:314:03	16578/18468	Collective Bargaining	W	4:30p.m.-7:10p.m.	C/D-Labor Ed. Ctr.	115	Eaton, Adrienne
38:578:562:01	11508	Seminar in Int'l./Comparative Labor & Employment Relations	Th	4:30p.m.-7:10p.m.	C/D - Labor Ed. Ctr.	130/131	Liu, Ming-Wei
38:578:565:01 37:575:350:01	17590/16461	Public Sector Collective Bargaining	Th	7:20p.m.-10:00p.m.	C/D - Labor Ed. Ctr.	130/131	Klein Joyce
38:578:598:01	03708	Independent Study in Labor & Employment Relations					By Arrangement
38:578:599:01	04297	Independent Study in Labor & Employment Relations					By Arrangement
38:578:612:01	13410	Labor & Employment History	T	4:30pm-7:10pm	C/D - Labor Ed. Ctr.	166	Cobble, Dorothy Sue
38:578:613:01 37:575:359:01	08644/08643	Topics in LER: Organizing for Social Change	M	12:00pm-3:00pm	LIV - Janice Levin Bldg	006	Fine, Janice
38:578:614:90	18437	Topics in LER: Organizational Behavior	Online				Kim, Andy
38:578:690:01	03139	Internship in Labor and Employment Relations					By Arrangement
38:578:701:01	06162	Research in Labor and Employment Relations					By Arrangement
38:578:702:01	03271	Research in Labor and Employment Relations					By Arrangement
38:578:800:01	03256	Matric Cont.					By Arrangement
38:578:877:01	03257	Teaching Assistantship					By Arrangement