

MLER Introductory Seminar

38:578:500

Prof. Charles Heckscher
Dr. Shawn Taylor

Fall 2017
Tuesdays 4:30-7:10
Labor Education Center, Cook Campus

This syllabus is subject to change!

The seminar will provide a general introduction to the field of employment relations by engaging SMLR faculty in discussions about their current research interests. The goals are:

1. to introduce a range of research topics and approaches in order to get an overview of the field;
2. to introduce MLER students to School faculty so they can make informed choices about future course work and research sponsors;
3. to establish a culture of open discussion and criticism between and among faculty and students.

We will take a broad view. We will study the traditional industrial relations system, but also explore new developments in the workplace that have challenged that system, and some possible ways of rebuilding or changing it

The course is unusual in that it will not be based on any single point of view; you will get a lot of diversity from the different people who speak. It will try to give an overview of the major topics in the field, but each presenter will have a distinctive point of view.

Course requirements:

1. The assignment will usually include reading plus a brief writing assignment – usually a short summary of the readings.
2. There will be two short papers, each about 2 pages long.
3. There will be one research paper of about 8-10 pages, double spaced, due on Sunday after the end of the course. I will ask you to submit an outline a few weeks before.
4. There will *not* be a final exam.
5. Grades will be based 35% on the final paper, 20% on the two short papers, 30% on your weekly written assignment, and 15% on class participation.

Mechanics:

1. We encourage you to meet with us for any reason, including questions about other courses, career options, etc. We will generally be available before and after class at the Labor Education Center. Email and Skype are also options. Just arrange meetings in advance by email (intro@heckscher.us)
2. There is no course text; readings will be posted online from week to week.
3. You may email Prof Heckscher at intro@heckscher.us or Dr. Taylor at sktaylor4@comcast.net.
4. Please submit all written assignments on the course's Sakai site.
5. Some class norms:
 - a. All assignments should be done on time, even when you are absent from class. You may submit assignments up to one week late *if* you get advance agreement from us.
 - b. This course requires regular attendance: there will be considerable open discussion. People who arrive late or leave early are disruptive to the class and their teams. You are expected to attend all classes, to arrive on time, and to stay until the end.

If you must miss a class, arrive late, or leave early, or if you have trouble completing an assignment, let Prof. Heckscher know as soon as possible, preferably beforehand, at intro@heckscher.us. I will excuse absences for good cause. I will *not* accept explanations that are not timely.

Plagiarism:

Please pay attention to the rules regarding plagiarism below. Some students have gotten into trouble recently over this. We are not fussy about the exact format of citations, but **you *must* cite your sources and *must* put direct quotes in quotation marks.**

Schedule:

This schedule may be adjusted during the semester.

	Date	Presenter and topic	
1	Sept 5	Introduction: background and future	
2	Sept 12	Neoliberalism, inequality	First paper
3	Sept 19	The welfare state	
4	Sept 26	Employment law	Second paper
5	Oct 3	Gender	
6	Oct 10	Race	
7	Oct 17	Immigration	Outline
8	Oct 24	International / comparative	
9	Oct 31	Labor standards regulation and enforcement	
10	Nov 7	Representing professionals	First draft
11	Nov 14	Employee ownership and stock sharing	
12	Nov 28	High performance work systems and labor-management collaboration	
13	Dec 5	Non traditional organizing	
14	Dec 12		Final paper (due after)

Plagiarism (Academic Integrity):

Academic integrity is central to University life. Violations will get you in a lot of trouble. There's [a long University document](#) as well as [other resources](#) on academic integrity, but it boils down to this:

- **You must cite all material that is drawn from others**, including other students or professors as well as published sources.
- **Direct quotations must be identified by quotation marks even if they're cited.** Don't cut and paste from the Internet without putting it in quotes! This trips up some students, and can be serious.

We are not very concerned with the exact form of your citation, as long as you make clear where a quote or passage came from.

Studying together is encouraged; but if answers from different students are the same or nearly the same it will be considered cheating. You should discuss the issues but not discuss detailed answers with each other.

Exams and papers will be submitted to Turnitin.com for comparison with others in this course, as well as with past exams from this course and with paper-writing services, other publications, and web sources.

Learning Objectives.

The student is able to:

Core Curriculum: SCL

- Understand the bases and development of human and societal endeavors across time and place (h).
- Understand different theories about human culture, social identity, economic entities, political systems and other forms of social organization. (Goal m).
- Apply concepts about human and social behavior to particular questions or situations. (Goal n).

Labor Studies and Employment Relations Department:

- 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).

School of Management and Labor Relations:

- 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)

The fine print

Academic integrity

Academic integrity requires that all academic work be wholly the product of an identified individual or individuals. Joint efforts are legitimate only when the assistance of others is explicitly acknowledged and permitted by the assignment. Ethical conduct is the obligation of every member of the University community, and breaches of academic integrity constitute serious offenses. Any such issues will be submitted to the Dean of the Labor Studies and Employment Relations Department, as appropriate. Students must assume responsibility for maintaining honesty in all work submitted for credit and in any other work designated by the instructor of the course. Students are also expected to report incidents of academic dishonesty to the instructor or dean of the instructional unit. Students are expected to abide by the Rutgers University Code of Student Conduct. They are to conduct themselves with honesty and integrity.

The Rutgers academic integrity policy can be accessed at this link:

http://studentconduct.rutgers.edu/files/documents/AI_Policy_9_01_2011.pdf

Disability services

From the Office of Disability Services:

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:

<https://ods.rutgers.edu/students/documentation-guidelines>. If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you with a Letter of Accommodations. Please share this letter with your instructors and discuss the accommodations with them as early in your courses as possible. To begin this process, please complete the Registration form on the ODS web site at: <https://ods.rutgers.edu/students/registration-form>.