

38:578:500:01 Introductory Seminar in Labor and Employment Relations
Fall 2018

Instructor: Francis Ryan
Office: 111 Labor Education Center
Email: fr156@smlr.rutgers.edu
Phone: 848-932-0303
Classroom: Labor Education Center 130, Tuesday 4:30-7:10

Writing Instructor: Ryan Greenbaum
Office: 215A Janice Levin Building
Email: ryan.greenbaum@rutgers.edu
Phone: 848-445-4528
Office Hours: M/Th 10:15 am or by appointment

Description: This course is designed to introduce Master's students to research and findings in the fields of labor studies, employment relations and human resources, and to raise significant philosophical questions that lie at the core of the discipline. It is also designed to help students strengthen their analytical and writing skills; and it will provide students with an opportunity to engage a number of SMLR faculty in discussions about their areas of interest.

Learning Objectives:

Students who successfully complete this course will meet the following official learning objectives of SMLR and MLER:

- Communicate effectively at a level and in modes appropriate to an entry level professional. (Goal I)
- Demonstrate an understanding of relevant theories and apply them given the background of a particular work situation (Goal IV)

In addition, successful students will also meet the following course specific goals:

1. Deepen their understanding of key historical and current workplace and social issues through exposure to a variety of research topics and methods; ^[1]_[SEP]

2. Explore the ethical implications of alternative employment systems and relationships; ^[L]_[SEP]
3. Develop and improve analytical and writing skills; ^[L]_[SEP]
4. Be introduced to a number of faculty and through them to the scope of the MLER program so that they can make more informed choices about future course work and research sponsors; ^[L]_[SEP]
5. Create a culture of open discussion, constructive criticism and active collaboration between and among faculty and students. ^[L]_[SEP]

Themes:

In addition to the topics to be covered by the presentations from other Rutgers faculty described below, the course will also address questions and concerns that illuminate key professional issues in the area of labor studies and employment relations. These continuing conversations will help to tie the different parts of the course together and accustom students to asking the most searching questions possible about the material under discussion.

Course Readings: Each week, our class guests will provide a series of readings to help ground the week's discussion. These will be posted on the class Sakai site. Please note that occasional additional readings will also be posted that will help ground our exploration of key topics in labor and management relations.

Weekly Course Schedule:

September 4: Introduction to the Class

September 11: Francis Ryan, Public Sector Employment and History

September 18: Paula Voos, Industrial Relations Frameworks

Work Autobiography draft due. Students should bring their papers to class and we can do group peer reviews and go through what we want that process to look like. (20 points available for draft, 5 for peer review)

September 25: Tamara Lee, Esq. Race, Class and Identity

Work Autobiography final draft due. (25 points available)

Julie Peters, Director, James B. Carey Library, SMLR. Introduction and Information Literacy.

October 2: Toby Schulze-Cleven, International and Comparative Industrial and Employment Relations

October 9: Carla Katz, Esq. Workers and Unions in the 21st Century

Job market survey draft due. Group peer reviews in class (20 points available for draft, 5 for peer review)

October 16: Becky Givan, Employment Relations in Sports

Job Market final draft due. (25 points available)

October 23: Dorothy Sue Cobble, Labor and Employment History

Topic for long paper due. (10 points available)

October 30: Bill Dwyer, Corporate Negotiations

Go over outline and have annotated bibliography/sources (10 points available for each)

November 6: Charles Heckscher, The Future of Work

November 13: Saul Rubinstein, Viewing Public School Reform through and Employment Relations and Industrial Democracy Lens

Long paper rough draft due. Group peer reviews in class (20 points for rough draft, 10 for peer review)

November 20: Thanksgiving Holiday

November 27: James Cooney, Esq. Employment Law

Rough draft #2 due. Group peer reviews. (20 points for rough draft, 10 for peer review)

December 4: Todd Vachon, Labor and Environmentalism

December 11: Final Class Meeting and Overview

Final draft due. (20 points available)

Written Assignments:

1) Long Paper: (100 points)

You will write a 10-12 page paper on a topic in Labor and Employment Relations that you find particularly interesting. This paper will focus on a review of the existing scholarly literature on the topic; you should engage with at least five sources (either books or articles) that demonstrate the various views and interpretations of the area chosen.

2) Short papers:

Short Paper #1 (50 points)

Work autobiography: An autobiographical essay (4-5 pages) on your own personal work (or search-for-work) experiences, which includes (1) a description of what, in your opinion, are the best and worst practices, programs or institutions you have encountered in your career so far; and (2) specific suggestions about how you think the worst of these practices or institutions might be improved.

Think of this assignment as a report to a think tank or legislative body focused on issues related to employment and work. It needs to be autobiographical to establish your standing or experience with the issue; and thoughtful and informed about the issue to ensure that your suggestions for improvement are constructive.

Short Paper #2 (50 points)

Job market survey: An essay on the job search process, with emphasis on an evaluation of search methods, web-based engines and current trends in the area of specialties you are searching. The survey should provide a listing of actual job announcements and make reference to the assigned readings by career planning experts.

3) Weekly discussion posts (100 points)

Each week, you will write a brief reflection on the assigned readings, a couple paragraphs that raise questions and respond to the comments previously raised by others in the seminar.

10 points available per week – 5 for original post, 5 for response to other students

Plagiarism: The extensive use of another person's ideas without proper citation is plagiarism and unacceptable. It can result in a failing grade and disciplinary action through University channels. The same is true for any other form of cheating. For information about proper citation of written and web-based material, please read, "Documenting Sources" and "Correct Forms for Citation," which is available on the Sakai web page for this course.

Portfolios: All participants in this seminar will oversee an individual portfolio project where early drafts and assignments are posted to a Canvass based site. This will allow you to note progress in terms of your mastery of key topics and skills sets as you continue through the MLER program. This format may also be a valuable asset as when you enter the job market or transition to new employment settings as it demonstrates your abilities and strengths gained at the graduate level.