

Department of Labor and Employment Relations

Instructor: Norah Kerr-McCurry

Email Address: mccurry@smlr.rutgers.edu

Objectives

This course offers students the opportunity to study and synthesize material on contemporary topics and perspectives. Upon successfully completing this course, students will be able to:

- Demonstrate an understanding of the perspectives, theories, and concepts in the field of labor and employment relations
- Identify Web 2.0 Technologies
- Explain Social Media Ideology
- Describe the concepts and issues surrounding Social Media in the workplace
- Identify the risks and rewards for employees and employers in the use of Social Media in the workplace
- Evaluate the use of Social Media in collective bargaining environments
- Formulate strategies to protect professional credibility in the workplace
- Apply ethical use of Social Media tools

Association with LSER Objectives

This course relates to specific Department of Labor and Employment Relations overall educational objectives. A Rutgers University SAS graduate will be able to:

Demonstrate an understanding of the perspectives, theories, and concepts in the field of labor and employment relations.

Make an argument about a matter in this field using contemporary and/or historical evidence.

Analyze and synthesize information and ideas from multiple sources to generate new insights.

Work productively in teams, in social networks, and on an individual basis.

"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>

Course Content

The course is divided into four major units: Technology Platforms and Considerations; National Labor Relations Act & National Labor Relations Board; Social Media, Then and Now; and The World of Work.

Unit 1: Technology Platforms and Considerations

- Big Tech
- Privacy and Ethics
- Speech
- Specialized Platforms

Unit 2: National Labor Relations Act (NLRA) & National Labor Relations Board (NLRB)

- Purpose of the NLRA
- Purpose of the NLRB
- Section 7 NLRA, Rights of Employees
- Union Membership
- At-Will Employment

Unit 3: Social Media, Then and Now

- History of Social Media
- Blogs and Wikis
- Facebook, Instagram, YouTube, TikTok
- LinkedIn

Unit 4: The World of Work

- Union Impact on Economy
- Virtual Work

Course Policies

Class Sessions

1. The course weeks begin on MONDAYS. See course and assignment calendar within course shell for semester-specific dates. Initial discussion posts are due on Thursdays.
2. A weekly message will be sent to each student as well as uploaded into the announcements section of the course shell. Comments from your instructor and additional information about content or assignment procedures are available within the weekly message.

Each course week is 7 days in length (Monday - Sunday). Students may enter the course and engage in coursework at any time 24 hours a day, 7 days a week.

This course is not self-paced. Students should follow the assignment calendar and participate in the interactive portions of the course throughout each course week.

3.

Grading

A final grade is based on a 330-point system. Each assignment is worth a specific number of points. Total points accumulated determines final course grade.

| | | |
|----------------------|----------------------------------|--------------------------|
| Outstanding | Good | Satisfactory |
| 330 - 297 Points = A | 296 – 288 Points = B+ | 263 - 254 Points = C+ |
| | 287 - 264 Points = B | 253 - 231 Points = C |
| | Poor 230 – 198 Points = D | 197 points and below = F |

| Item | Assignment and Associated Points |
|--|---|
| Writing Assignments | Topic Investigation Writing Assignment Worth: 100 points Four (4) Definition Assignments Worth: 10 points each (40) |
| Interaction with Material and Classmates | Discussion Forum Participation Worth: 75 points |
| Assessments | How This Course Works Quiz Worth: 23 points Quiz 1: 23 points Quiz 2: 23 points Quiz 3: 23 points Quiz 4: 23 points |
| | |
| | Total = 330 points |

Extra Credit

1. Participate in the **Introductions Discussion Forum** to earn 5 extra credit points. Additional extra credit may be available during the conduct of the course.

Course Requirements

Reading, Audio/Video Assignments

Students read text chapter excerpts, journal articles and material on the Internet. Students are also required to watch videos and listen to audio presentations. All required reading/audio/video is already uploaded into the course or an Internet link provided. There is no text book to buy for this course.

Online Etiquette

Review and follow the Guidelines on Online Etiquette available within the course.

Discussion Forums

Points are accrued by getting into the Forum area early enough to maximize the amount of exposure a student's comments have to others, and the amount of actual back-and-forth dialogue a student experiences. Consult the grading rubric within the course for full details. Discussion forums are contemporaneous experiences – they cannot be made up nor turned in late to earn points.

Tests on Required Material

There are four quizzes, one for each Unit, on required material (reading/audio/video). Test questions involve true/false, and/or matching, and/or multiple-choice answers, and/or essays.

Once a student begins a test he/she must complete the assessment in the allotted time. Once the allotted time period passes, the student is locked out of the exam. Student may not use books or notes, collaborate with others, or take screen shots of tests.

Writing Assignment

Students write an analysis paper which evaluates the use of Social Media in collective bargaining environments. The specific topic assigned changes each term, and will be available within the course.

Grading:

Students are graded on:

Clarity in communicating, reflection and critical thinking on topic/material selected to review; relevancy and accuracy of content; and acknowledgement of original concept sources (must be at least two sources used). Knowledge of subject matter must be evident, not simply a student's opinion on a topic. Point deductions are associated when best practices criteria are not met.

Criteria for context and mechanics – writing assignments:

Students are required to pay attention to grammar, spelling, and sentence structure as well as the manner in which ideas/thoughts are expressed and presented. Content must be appropriate for an academic assignment.

Checking Email

Instructor's Email Checking Policy Unless students receive advance notification, your instructor will check her email Monday - Friday. If a student sends a comment or question, the student will receive a response within 48 hours.

Students Email Checking Policy It is the responsibility of the student to check for incoming course related messages AT LEAST twice a week. Remember: Each student will receive a weekly message from the instructor.

"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>.