

SCHOOL OF MANAGEMENT AND LABOR RELATIONS
DEPARTMENT OF LABOR STUDIES & EMPLOYMENT RELATIONS

ISSUES IN WORK: HIGHER ED AND THE LAW

PROFESSOR VIKRANT KISHIN ADVANI
SPRING SEMESTER 2022

MONDAYS 3:50-6:50 PM
3/28; 4/4; 4/11; 4/18; 4/25; 5/2
VKADVANI@SMLR.RUTGERS.EDU

COURSE OBJECTIVES

- To familiarize students with the judicial legal process and reasoning.
- To provide students with the tools for further study of issues of civil rights in the educational institution.
- To examine fundamental issues of equity in education. Issues include an examination of Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681), the Clery Act, first enacted in 1990 and amended in 1998, the Campus SaVE (Sexual Violence Elimination) Act, the Violence Against Women Act (VAWA), and how Clery and WAVA juxtaposes against the Family Educational Rights and Privacy Act.
- We will also examine the various iterations and interpretations of Title IX and other related federal statutes and their practical impact on sexual assault on campus and the educational institutions, students, professors, employees and the individuals tasked within these institutions to comply with the above laws.
- Time willing, we may examine the impact of the Trump Administration's rollback of the "Dear Colleague" letter which caused a significant stir in the educational community, and then, the reversal by the Biden Administration, and the state of Title IX

SCHOOL AND DEPARTMENT
LEARNING OBJECTIVES

Labor Studies and Employment Relations Department: The student will be able to:

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

- Apply those concepts, and substantive institutional knowledge, to understanding contemporary developments related to work.

School of Management and Labor Relations: The student will be able to:

- Demonstrate an understanding of relevant theories and apply them given the background context of a particular situation implicating Title IX.
- Demonstrate an understanding of how to apply knowledge necessary for effective work performance in an educational institution.

COURSE REQUIREMENTS

This is a one credit course. However, it emphasizes student participation and group discussion. Students will be held responsible for reading and understanding all assigned materials, as well as participating fully in all class discussions.

GRADE CRITERION

Class Attendance and Participation (30%)
 Class Paper (30%)
 In Class Exam (40%)

ATTENDANCE CRITERION

- **Attendance is a must**, and failure to attend class will result in a poor “Class Attendance & Participation” grade and **I will most likely assess you an incomplete grade in my class regardless of performance on exams.** To be clear, this is a 6 class course, and I expect each student to attend each class. If you cannot commit to being in class, please do not take this course.
- **Coming Late and Leaving Class Early:** Not allowed.
- **Attendance Policy is Not Negotiable:** While I am generally lenient with students facing family or work-related concerns and emergencies, I cannot negotiate the attendance policy with students for this class. Every student must be held accountable to the same standard. If my attendance policy is too onerous to your lifestyle, feel free to choose another class that better fits same.

ACADEMIC INTEGRITY POLICY

The conduct of all students is governed by the Rutgers University Academic Integrity Policy: http://academicintegrity.rutgers.edu/files/documents/AI_Policy_9_01_2011.pdf. **Please be so advised.**

STUDENT DISABILITY POLICY

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>.

Class 1: 3/28/22

Introduction to the Class

Film to be Shown: The Hunting Ground, 2015

Brief Discussion about Campus Violence and Sexual Assault.

Class 4/4/22

Title IX History & Development & Interpretation by the Supreme Court

Class 3: 4/11/22

The Clery Act, the Campus SaVE Act, the VAWA Act, the "Dear Colleague" Letters, their rollback during the Trump Administration and the Biden Administration's efforts to negate the Trump Administration's roll-back efforts.

CLASS PAPER ASSIGNED

PAPER DUE ON 4/18/22

30% of Overall Grade

Class 4: 4/28/22

Legislative Forces against Title IX and overlap with other federal laws such as FERPA, and conflicting state laws.

Rollback of the “Dear Colleague” Letter by the Trump Administration, Social Pushback by Interest Groups; Biden Administration efforts to negate roll-back.

State of law today.

Discussion of Final Exam

Class 5/2/22

Wrap Up of Additional Issues.

In Class Exam – Open Book/ Open Notes - 2 hours