

RUTGERS UNIVERSITY
School of Management and Labor Relations
Introduction to Labor Studies and Employment Relations
Course # 37:575:100:T1, Asynchronous Online
Course Home Page URL:

<https://rutgers.instructure.com/courses/129704/assignments/syllabus>

Summer, 2021

June 1, 2021 through August 18, 2021

Instructor Information

Professor Silvana Craig
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Virtual Office Hour: by appointment, through Zoom

Course Description

Welcome to *Introduction to Labor Studies & Employment Relations*. This is a survey course designed to acquaint you with issues/concepts in Labor and Employment Relations.

We study work and we value justice. This course provides an opportunity to learn about the changing nature of work, the management of work and organizations, the problems of working people, and what employees have done, both individually and collectively, to address those problems. This course also offers the opportunity to think about how our everyone's working life could be improved, either by workers themselves, by management, or by changes in laws/public policy.

This class will allow you to:

- Get started on our major or minor degrees, and/or
- Meet the Social Analysis goals of the Rutgers Core, and/or
- Explore various aspects of our field and decide which you would like to pursue more deeply by taking other courses, and/or
- Learn bedrock things about work, workers, their management, and their organizations.

Pre-requisites: There are no pre-requisites for this course.

Special Needs Accommodations

Rutgers, the State University of New Jersey abides by the Americans with Disabilities Act of 1990, the Americans with Disabilities Act Amendments (ADAA) of 2008, and Sections 504 and 508 which mandate reasonable accommodations be provided for students with disabilities and accessibility of online information. If you require special accommodations for your learning activities please contact the [Office of Disability Services](https://ods.rutgers.edu/) (<https://ods.rutgers.edu/>). Should you require my assistance in facilitating the process, I will be happy to do so. Just let me know.

Lucy Stone Hall, Livingston Campus, 54 Joyce Kilmer Avenue, Suite A145, Piscataway, NJ 08854-8045.

- E-mail Address: dsoffice@rci.rutgers.edu
- Phone: (848) 445-6800 • Fax: (732) 445-3388
- <https://ods.rutgers.edu>

Student Health & Wellness Services

Rutgers provides several resources to assist students who may be experiencing distress or mental health concerns. The following are some of the resources that are available to you if you need them.

Access helpful mental health information and resources for yourself or a friend in a mental health crisis on your smartphone or tablet and easily contact CAPS or RUPD.

Counseling, ADAP & Psychiatric Services (CAPS)

(848) 932-7884 / 17 Senior Street, New Brunswick, NJ 08901 / www.rhscaps.rutgers.edu

CAPS is a University mental health support service that includes counseling, alcohol and other drug assistance, and psychiatric services staffed by a team of professional within Rutgers Health services to support students' efforts to succeed at Rutgers University. CAPS offers a variety of services that include: individual therapy, group therapy and workshops, crisis intervention, referral to specialists in the community and consultation and collaboration with campus partners.

Violence Prevention & Victim Assistance (VPVA)

(848) 932-1181 / 3 Bartlett Street, New Brunswick, NJ 08901 / www.vpva.rutgers.edu

The Office for Violence Prevention and Victim Assistance provides confidential crisis intervention, counseling and advocacy for victims of sexual and relationship violence and stalking to students, staff and faculty. To reach staff during office hours when the university is open or to reach an advocate after hours, call 848-932-1181.

Course Delivery Format

This course runs from June 1, 2021 through August 18, 2021. It is delivered *entirely* online through the Learning Management System, Canvas. There will be no Face-to-Face, in-person classroom sessions, except for an optional virtual "meet your professor and classmates" live Zoom session.

The course is delivered in *asynchronous* mode. This means the learning activities and communication takes place outside of real-time. You do not have to log in at any specific scheduled time; you log in at your convenience. However, there may be times, if you're working in groups on an assignment, you would need to set up a live session via the **Canvas Conferences, WebEx, or ZOOM.**

Note: Even though you don't need to log in at any specific time, **you are required to adhere to all course work due dates.**

Virtual Office Hours: Upon request. Email the instructor for appointment. The Virtual Office Hour will be conducted through Zoom.

Course Structure

This course is structured in a weekly module format. Each week **starts on a Monday and ends on a Sunday**. Exceptions are the 1st week which starts on Tuesday and the last week ending on Wednesday. You often will have things due either Thursday evening or Sunday evening.

The weekly activities are noted in the Modules section under the corresponding **To Do** pages. Each **To Do** page includes:

- Topic of the week
- Readings
- Multimedia (Audio, and/or Videos)
- Learning Activities - what activities you will be doing to help you learn
- Assessments - the activities that will be assessed (graded)

Course Learning Objectives

By the end of the course, students in this course should be able to achieve the following SAS, SMLR, and LSER learning objectives:

School of Arts and Sciences Core Curriculum objectives met by this course: SCL (social analysis)

- Understand different theories about human culture, social identity, economic entities, political systems and other forms of social organization. (Goal I).

School of Management and Labor Relations curriculum objectives met by this course:

- 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)

Labor Studies and Employment Relations Department objectives met by this course:

- 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).

Additional course objective from the instructors:

- Students will be able to apply facts and concepts from the course to argue convincingly against common contemporary fallacies related to employment relations.

Course Materials

Textbook

- Stephen Sweet and Peter Meiksins. *Changing Contours of Work: Jobs and Opportunities in the New Economy*. 3rd Edition. Sage, 2017. **ISBN-13: 9781483358253**
- **Please note:** the second and third editions are similar, although the latter is more up to date. The first is very different – do not use it. You will need to purchase the textbook.

Below are a couple of suggested book sellers with reasonable pricing. You are also welcome to purchase the book from your choice of retailers.

1. [Chegg Books](#)
2. [Valorebooks](#)

Supplemental Course Materials

Other course materials, such as web articles, PDFs, and/or Multimedia are noted in the weekly Modules under the corresponding week's To Do pages. These supplemental course materials are provided to you, you do not need to purchase them. Additional course materials may be distributed throughout the semester as needed.

Computer & Other Technology Tools Requirements

- Access to the internet
- Reliable computer
- Headphones/Headsets - highly recommended
- Webcam – optional
- Microsoft Word
- [Basic Computer Specifications for Canvas](#)

For convenience, you can also download/install the Canvas Student App for Android or iOS devices. Follow the instruction on the respective app centers:

- [Canvas Student App for Android](#)
- [Canvas Student App for iOS](#)

Technical Support & Canvas Tutorials

If you are new to Canvas or need a refresher tutorial, visit:

- [Getting Started In Canvas for Students](#)

If you need technical assistance at any time during the course or to report a problem with Canvas:

- Contact [Rutgers IT Help Desk](#) 833-648-4357, email help@oit.rutgers.edu, accessible 24 hours a day, 7 days a week.
- Refer to the [Canvas Student Tutorial](#)

- View tutorials at Course Tools Tutorials (in the Modules section of this course site in Canvas)
- Click the Help tab in the red navigation menu on left of your Canvas course site

Course Topics & Schedule

Unit I (Weeks 1 – 4): The Situations Facing Working People

- Week 1 (June 1 – 6): Work and Our Lives
- Week 2 (June 7 – 13): Corporations and Work in the New Economy
- Week 3 (June 14 – 20): Social Class in the U.S.
- Week 4 (June 21 – 17): Economic Inequality Today

Unit II (Weeks 5 – 8): Diversity, Work, and Employee Rights

- Week 5 (June 28 – July 4): Employee Rights in the U.S.
- Week 6 (July 5 – 11): Work, Race, Ethnicity and Equality
- Week 7 (July 12 – 18): The New Immigration
- Week 8 (July 19 - 25): Gender, Work and Family

Unit III (Weeks 9 – 15): Improving People’s Lives

- Week 9 (July 26 – August 1): The Legacy: The New Deal & Labor
- Week 10 (August 2 - 8): Unions Today in the U.S. Part 1
- Week 11 (August 9 – 15): Unions Today in the U.S. Part 2: Organizing & American Labor Law
- Week 12 (August 16 - 18): Final Exam and Course Wrap Up

Note: detailed description of topics, list of readings, videos, assignments, and other learning activities are noted in the Canvas course site. You will have access on or a few days prior to the start of the semester (June 1st).

Grading Criteria

Grading Components	Number of Points
Discussion Forums 1 to 5	75 each, 375 total
Discussion Forum 6 (course wrap, reflection)	40
1 - Op-Ed Assignment	100
3 - Unit Quizzes	120 each, 360 total
Pre-Test Quiz	10
Rights Check Quiz	10
Union Knowledge Check Quiz	10
Final Exam (open book written format)	90
Extra Credit “Meet Your Learning Community” forum	5
Total	1,000

Grading Scale

Points Range	Letter Grade
90 – 100	A
88 – 89.99	B+
80 – 87.99	B
78 – 79.99	C+
70 – 77.99	C
68 – 69.99	D+
67 and below	F

Note: The professors reserve the right to determine the division between B and B+ etc., although in many years B+ starts at an overall average of 88. That cutoff is subject to change each semester.

Student Responsibilities

Online learning requires a high level of discipline, dedication, and time management skills. While online learning offers you flexibility and convenience to learn from anywhere, anytime, *you are still expected to **adhere to the all due dates.***

You are expected to:

- Have access to a reliable computer, and access to the Internet
- Log in to Canvas for your course on a daily basis
- Check for any announcements, update to the syllabus, assignments, and/or discussions and respond accordingly
- Actively participate in the Discussion Forum
- Complete the assigned readings and/or media
- Complete the assigned exercises and projects
- Adhere to all due dates

In case of computer failure: Make sure you have an alternative plan to access your Canvas course site in case your computer crashes, breaks. **Always** backup your course documents (assignments, discussion posts) to an external device, such as, a flash drive.

Rutgers Academic Integrity

Be sure to read and abide by [Rutgers University Academic Integrity Policy](#)

TurnItIn Statement

Students (You) agree that by taking this course all required papers may be subject to submission for textual similarity review to **Turnitin.com** (via this course's Canvas Assignments Portal) for the detection of plagiarism. All submitted papers will be included as source

documents in the Turnitin.com reference database solely for the purpose of detecting plagiarism of such papers. Use of the Turnitin.com service is subject to the [Usage Policy](#) posted on the Turnitin.com site.

If you do not agree please contact me immediately.