Instructor: Debbie L. Hines
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By appointment, if before or after class does not work well

Labor Studies and Employment Relations Department Goals:
This course will examine the evolving position of black workers in the US. economy and demonstrate understanding of the perspectives, theories and concepts in the field of labor and employment relations. We will evaluate the context of workplace issues, public policies and management decisions. Demonstrate how to apply concepts and substantive institutional knowledge of contemporary work developments and relevant theories of particular work situations necessary for effective work performance.

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: HTTP://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 early in your courses as possible. To begin this process, please complete the Registration form on the ODS web site at: HTTP://ods.rutgers.edu/students/registration-form.

Course Learning Objectives:
Goal A: Analyze the degree to which forms of human difference shape a person’s experiences of and perspectives on contemporary issues.

Goal D: Analyze contemporary issues of social justice.

Goal M: Understand different theories about human culture, social identity, economic entities, political systems and other forms of social organization.

Goal N: Employ tools of social scientific reasoning to study particular questions or situations, using appropriate assumptions, methods, evidence, and arguments.

Grading Criteria:
Credit also extended for attendance and in-class contributions (group discussions). Please note that excessive unexcused absences will lower your grade. Unexcused absences in excess of 3 classes may result in a failing grade.

- 05 Points Ice-breaker
- 15 Project Implicit (IAT Survey: Skin Tone/Race, Gender and Religion)
- 10 Points Paper and Informal Affirmative Action Debate
- 10 Points Interview
- 20 Points Mid-term Exam
- 40 Final Exam

Laptop/Recording Policy:
- Laptops use is permitted for coursework in this class only. Students are not permitted to record, videotape, or photograph any classroom lecture or activity, absent prior express consent and authorization by the Instructor.

Course Materials:
Course reading materials may be found on Sakai under “Resources,” and assignments may be found on Sakai under “Assignments.” The instructor reserves the right to supplement, substitute, and/or modify the listed reading selections.

Week 1: September 5, 2018
Course Overview
Black Workers in American Society
37:575:303:01
Wednesday, 7:15 pm to 10:05 pm, LEC Rm 115 or 130-131

Introduction: Discussion of key themes and concepts used throughout the course

Week 2: September 12, 2018
Assignment Due: Icebreaker
Understanding Racial Economic Stratification in the US.
Let's Talk About Race: Film “A Class Divided”
Readings:

Week 3: September 19, 2018
The Historical Formation of Race and Work in US. Economy: Post-Emancipation
Documentary “Unchained Memories: Stories from Slave Narratives”
*Readings: Steinberg, “The Reconstruction of Black Servitude After the Civil War”
Video: Jim Crow Laws

Week 4: September 26, 2018
Assignment: Skin Tone/Race IAT Survey
The Historical formation of Race and Work in US. Economy: The Industrial Era
Readings:
2. Katznelson, When Affirmative Action Was White, Chapter

Week 5: October 3, 2018
Assignment: Religion IAT Survey
Black Workers, Labor Unions and the Civil Rights Movement
Readings: Honey, “Labor and the Civil Rights Movement at the Crossroads: Martin Luther King, Black Workers and Memphis Sanitation Strike”
Film “At the River I Stand”

Week 6: October 10, 2018
Assignment Due: Interview
Working Class and Poor Blacks
Readings:
1. Isaacs, “Economic Mobility of Black and White Families”
2. Kozol, “Shame of a Nation”

Week 7: Mid-Term October 17, 2018

Week 8: October 24, 2018
Black Workers, Education and Management Professionals
Readings:
1. McIntosh, “Male Privilege: Unpacking the Invisible Backpack”
2. Collins, “Black Mobility in White Corporations”

Week 9: October 31, 2018
Access to Work
EEOC: HTTP://www.eeoc.gov/eeoc/newsroom/release/7-28-15.cfm
2. Pager, “The Mark of a Criminal Record”

Week 10: November 7, 2018
Assignment Due: Gender IAT Survey
Behaviors that influence gender equity and earning potential
Readings:
Black Workers in American Society

Wednesday, 7:15 pm to 10:05 pm, LEC Rm 115 or 130-131

2. Ortiz and Roscigno, Discrimination, Women, and Work: Processes and Variations by Race & Class”

Week 11: November 14, 2018
Assignment: Presentation - Affirmative Action Debate on Education
Equal Employment Opportunity Commission (EEOC)
Institutionalized and Structural Exclusion
Readings:
2. Chima and Wharton, “African Americans and the Workplace: Overview of Persistent Discrimination”

Week 12: November 28, 2018
Assignment: Presentation - Affirmative Action Debate on Employment
Black Workers, Education and Management Jobs
Readings:
1. Dickerson, “Black Employment, Segregation, and the Social Organization of Metropolitan Labor Markets” (read up until the “Data and Methods Section”)

Week 13: December 5, 2018
Assignment: Presentation - Affirmative Action Debate on Gender
FINAL REVIEW
Understanding Discrimination and Social
Reading:
1. Quane, Julius Wilson and Hwang, “The Urban Job Crisis”

Week 14: FINAL EXAM (TBD)