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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 U.S. 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.

**Course Learning Objectives:**
**Goal A:** Analyze the degree to which forms of human difference shape a person’s experiences of and perspectives on the world.
**Goal B:** Analyze a contemporary global issue from a multidisciplinary perspective.
**Goal D:** Analyze issues of social justice across local and global contexts.
**Goal I:** Understand the bases and development of human and societal endeavors across time and place.
**Goal M:** Understand different theories about human culture, social identity, economic entities, political systems and other forms of social organization.
**Goal N:** Apply concepts about human and social behavior to particular questions or situations.

**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.*

- Ice-breaker (10 points)
- Questions (10 points) and
- Online Harvard IAT Survey (5 points)
- Debate (10 points)
- Interview (15 points)
- Mid-term Exam (20 points)
- Final Exam (30 points)

**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 7, 2016
Course Overview
Introduction: Discussion of key themes and concepts used throughout the course
Lets Talk About Race: Lets Talk About Race: Film “A Class Divided”

Week 2: September 14, 2016
Assignment Due: Icebreaker
Understanding Racial Economic Stratification in the U.S.
Readings:

Week 3: September 21, 2016
Assignment Due: Project Implicit IAT (Race and Skin Tone and Religion Test)
The Historical Formation of Race and Work in U.S. 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 28, 2016
The Historical formation of Race and Work in U.S. Economy: The Industrial Era
Readings:
   2. Katznelson, When Affirmative Action Was White, Chapter

Week 5: October 05, 2016
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 12 2016
Assignment Due: Interview
Working Class and Poor Blacks
Readings:
   1. Kozol, “Shame of a Nation”
   2. Reskin, “The Development of Affirmative Action in Employment”

Week 7: October 19, 2016 Mid-Term

Week 8: October 26, 2016
Assignment Due: Questions (1)
Black Workers, Education and Management Professionals
Readings:
1. Jones and Schmitt, “Has Education Paid off for Black Workers?”
2. Collins, “Black Mobility in White Corporations”

Week 9: November 02, 2016
Assignment: Interview
Access to Work
2. Pager, “The Mark of a Criminal Record”

Week 10: November 09, 2016
Assignment Due: Questions (2)
Black Women Workers
Readings:
1. Ortiz and Roscigno, Discrimination, Women, and Work: Processes and Variations by Race & Class
2. National Women Law Center “Closing the Wage Gap Especially Important for Women of Color in Difficult Times”

Week 11: November 16, 2016
Institutionalized and Structural Exclusion
Readings: Kasinitz and Rosenberg, “Missing the Connection: Social Isolation and Employment on the Brooklyn Waterfront”
Understanding Institutional Discrimination and Mobility
Readings: Chima and Wharton, “African Americans and the Workplace: Overview of Persistent Discrimination”

Week 12: November 23, 2016
Assignment: Affirmative Action Debate
Understanding Institutional Discrimination and Mobility
Readings: Isaacs, “Economic Mobility of Black and White Families”

Week 13: November 30, 2016
Black Workers, Education and Management Jobs
Readings: Dickerson, “Black Employment, Segregation, and the Social Organization of Metropolitan Labor Markets” (read up until the “Data and Methods Section”)
Black Young Workers
Readings: EPI, “The Kids Aren’t Alright: A Labor Market Analysis of Young Workers”
Quane, Julius Wilson and Hwang, “The Urban Job Crisis

Week 14: FINAL EXAM TBD