TRAVEL TO BELIZE THIS SUMMER TO GAIN PERSPECTIVES ON GLOBAL ISSUES

As part of the 3-credit Labor Studies topics course, *Diversity, Globalization and Sustainable Development* (575:481:B1), students will travel to Belize for 10 days, June 11-20.

The course will feature field trips, educational sessions, and service learning set in an exotic tropical rainforest and reef location. LSER faculty member Anne-Michelle Marsden, author of *The Living Maya: The Mopan and Q’eqchi’ Maya of the Toledo District*, has designed a hands-on learning experience intended to help students recognize contemporary realities in the Caribbean region of the world.

Labor Studies students will easily recognize the connection with what they have learned in other courses. The course will examine how people strive to earn a living wage and investigate how ethnicity, gender and social class impact employment options. The course will also identify how 21st century globalization creates both opportunities and challenges for informal workers. This course will challenge Labor Studies students to consider the connection between labor issues and other contemporary topics including indigenous rights, education and healthcare, conservation of resources, and the long-term impact of colonialism in the developing world.

Course assignments will focus on the development and application of important career skills such as collaborative teamwork, intercultural competencies, and critical and innovative thinking.

See Belize on page 5

AVATARS ADD INTERACTION TO ONLINE INTRO COURSE

The Labor Studies department recently launched an online version of its *Introduction to Labor & Employment Relations* (37:575:100) course in the fall 2012 semester and has since been experimenting with a virtual avatar-based shell in order to facilitate online collective bargaining simulations. The *Intro to Labor Studies* course relies on hands-on learning and student engagement. In creating an online version of the class the natural challenge that emerged was how to host a mock bargaining session among students who are not in physical proximity to each other.

To accomplish this, the department partnered with the Center for Online & Hybrid Learning and Instructional Technologies (COHULT), which advocates for the advancement and advocacy of online and hybrid education at Rutgers to create a virtual negotiations world, complete with a bargaining table, two private caucus rooms for union negotiators and management negotiators, and interactive three-dimensional avatars to represent participants (avatars are graphical representations of the user or the user’s alter ego or character).

See Avatars on page 5
Academic Programs Staff

The Labor Studies & Employment Relations Academic Program office is open until 7:30 PM Monday through Thursday. We are located at the Labor Education Center on the Cook/Douglass Campus (50 Labor Center Way).

Professor Voos is available to speak to students whenever she is in her office (room 140). Mornings are typically the best time to call or drop in. You can also make an appointment to meet with her.

Amy provides academic advising to our undergraduate students. She has walk-in hours Monday through Thursday after 4:00 pm. She is available by appointment the rest of the week.

Sattik is responsible for graduate student advising, admissions counseling, coordinating graduate admissions, student recruitment, and career services.

Barbara provides administrative support to the department including scheduling, and updating student records.
Students Needed to Volunteer at Convocation

If you are interested in working at Convocation, please contact Laura Walkoviak at (848) 932-9503.

College Honors

College honors have the following designations:

- **Cum laude**
  - 3.5-3.69 gpa

- **Magna cum laude**
  - 3.7-3.849

- **Summa cum laude**
  - 3.850-4.00

Students who achieve college honors wear a gold cord at graduation.

### SMLR CONVOCATION

SMLR will host its tenth convocation ceremony Saturday, May 18, at the Louis Brown Athletic Center (the RAC), on Livingston Campus, beginning at 7:00pm. Students must arrive by 6:00pm. The student speaker is Frannie Kenajian.

Students within 6 credits of graduation by the end of the spring semester, who are enrolled for those course(s) during the summer session and may participate in the convocation ceremonies. Their names will be added to the program with an asterisk, indicating in a footnote that they are expected to complete all requirements by October 2013. Students finishing their courses in the fall may not walk in the procession.

Everyone attending must RSVP by April 15, 2013 at: [smlr.rutgers.edu/convocation](http://smlr.rutgers.edu/convocation).

### Alumni E-mail

After graduation, sign up for a permanent Rutgers e-mail as an alumni here:

http://smlr.rutgers.edu/about/smlr-alumni-friends-association

Please email your non-Rutgers email address to Barbara Konopka:

barbara.konopka@work.rutgers.edu

### GRADUATION REQUIREMENTS

The University confers degrees after a formal application has been filed by completing an online Diploma Application through the registrar’s website.

Degree candidates must file a Graduate Diploma Application by the following deadlines:

- **October 1st for an October-dated degree**
- **January 7 for a January-dated degree**
- **March 15 for a May-dated degree**

If the candidate fails to file the application on or before the deadline date, the degree is not conferred until the following degree date. The candidate must file an application for the following degree date.

Please visit [smlr.rutgers.edu/convocation](http://smlr.rutgers.edu/convocation) for details and updates about convocation and to RSVP.

### “It’s who you know”: Alumni Networking

Networking is the key to success in the working world today. The better people are connected, the more likely they are to flourish. Whether it is business or alumni networking, it helps you find jobs and build connections. SMLR alumni play a major role in helping current students pursue internship and job opportunities and one-third of the employers at the SMLR career fair were represented by SMLR alumni. A recent example of successful networking is Shreya Shah, a 2009 graduate who was hired in February as Human Resources Generalist by the HR Coordinator with Catholic Charities of Newark, Samantha Hinton, a 2012 SMLR graduate. The position was posted through the MLER listserv when Hinton contacted the department about the opportunity.
Frank Cifuentes recently completed a highly coveted NLRB co-op as a Field Examiner in the Newark office. At the onset of the co-op, Cifuentes’ responsibilities centered on studying NLRB cases. He progressed to working with other Board agents and assisted them in interviewing witnesses, and communicating with labor attorneys. He investigated unfair labor practice charges, processed several representation cases and performed legal research in support of his casework.

Cifuentes’ successful completion of the co-op led to a full-time position with the NLRB in Seattle, Washington where he will be a Labor-Management Relations Examiner. In that position, his primary responsibilities will be to investigate unfair labor practice charges, conduct secret-ballot elections, perform legal research and make professional recommendations to the Regional Director about the cases he will be investigating.

The National Labor Relations Board is an independent federal agency that protects the rights of private sector employees to join together, with or without a union, to improve their wages and working conditions. The agency is vested with the power to safeguard employees’ rights to organize and to determine whether to have unions as their bargaining representative. The agency also acts to prevent and remedy unfair labor practices committed by private sector employers and unions. The NLRB was founded in 1935 and is responsible for enforcing the National Labor Relations Act, the primary law governing relations between employers and employees in the private sector. The National Labor Relations Board has 32 regional offices and is headquartered in Washington, DC.

RU POWER: PROTECT OUR WORKERS

Protect Our Workers’ Equality & Rights (RU POWER), was formed in the fall 2012 semester, with a stated mission purpose, “To educate and promote general awareness involving workers’ rights in order to protect them from illegal work practices such as discrimination and poor work practices.” The organization also intends to “encourage and stimulate social interaction among its members to allow for networking and relationship building.” The elected leaders of RU POWER are Hijira Ali (President), Isy Okolo (Vice President), Cara Allison (Treasurer), Lisa DiFrancesco (Secretary), Frank Licato (Public Relations Manager), and Shan Harewood (Technical Specialist).

RU POWER recently participated in the Career Services-sponsored “Reverse Career Fair” on March 1. The event provided representatives of student organizations with the opportunity to network with employers, learn about possible employers and their organizations, and practice networking skills.

RU POWER meets regularly at the Labor Education Center. Interested students are welcome at meetings and encouraged to join RU POWER. For further information or to be added to the group’s Sakai site, contact Hijira Ali (hijira.ali@rutgers.edu) or the organization’s faculty advisor, Professor James Cooney (jcooney@work.rutgers.edu).
On February 1, the School of Management & Labor Relations hosted its annual spring semester career fair at the Livingston Student Center. An estimated 500 SMLR undergraduate and graduate students and alumni attended the event. This was the first SMLR career fair that was a joint venture between the Labor Studies and Human Resource Management departments, as prior fairs were hosted solely by the HRM department exclusively for their students. The fair reflected the growing emphasis of student and career services in the Labor Studies department as well as growing collaboration between the two departments. The career fair was free for both recruiters and prospects.

Dressed in suits, with résumés in hand, SMLR students and alumni packed Livingston Hall and browsed nearly 30 employer booths—from financial organizations to pharmaceutical companies. The turnout exceeded SMLR expectations and the event was hailed by the recruiters as a success. Several companies were represented by SMLR alumni including Kuehne-Nagel, Lowes, Samsung Fire & Marine Insurance, and Cintas and a number of employers were aided by current SMLR students who are serving as interns, including Sony Music.

In the current competitive economy, job fairs have become a common method of entry level recruiting and initial screening. Recruiters have the opportunity to reach a large number of prospects and students and alumni have the opportunity to meet with multiple employers in the same day. Among the most active recruiters at the fair were ADP and Samsung, who had entry-level HR coordinator positions to fill, and Baked by Melissa, a boutique cupcake chain that was giving away free mini-cupcakes.

The next School of Management & Labor Relations career fair is slated for the fall semester on October 11 at the Livingston Student Center.

If you are a strong student with an interest in research, you should consider working toward Departmental Honors. Graduating with departmental honors will signal to graduate programs your readiness for serious academic study, your experience in original research, and your ability to write.

Departmental honors students write a thesis based on research (or complete an alternative capstone project) under the supervision of a faculty member. This allows students to get to know a professor well and to have the type of research experience that is particularly important for graduate school. Students must maintain a 3.4 GPA in the major.

**BELIZE**

Built into the travel study itinerary is time for students to enjoy the natural wonders of the area. Students will have the opportunity to snorkel the second largest barrier reef in the world, kayak on a jungle river, hike or ride horseback through the rainforest, and learn the Punta from traditional Garifuna drummers.

For more information go to [www.summer.rutgers.edu](http://www.summer.rutgers.edu), watch the video and view the syllabus. Contact Professor Marsden (marsden@work.rutgers.edu) with questions and for a special permission number to enroll.

**AVATARS**

In its inaugural session, negotiations were successfully completed in “real time” with live voice feeds. The virtual exercise does not completely replicate bargaining and there were technical difficulties that had to be overcome, but the virtual world is a close approximation of the challenges in collective bargaining.

Students are also able to use the virtual space for group meetings throughout the semester, should they choose to be in a virtual study group. The rest of the online course includes videos created by various members of the faculty, two PBS movies, the same textbook as the other Intro courses, and selected readings. The course is open to majors; minors can enroll by requesting special permission at sp@work.rutgers.edu.
The Center for Women and Work

CWW is an innovative leader in research and programs that promote gender equity, a high-skill economy, and reconciliation of work and well-being for all.

As part of its multi-faceted research and policy work, CWW:

- Addresses women’s advancement in the workplace;
- Conducts cutting-edge research on successful public and workplace policies;
- Provides technical assistance and programs to educators, industry, and governments.
- Engages issues that directly affect the living standards of New Jersey’s and the nation’s working families.

The Center has a multitude of opportunities for students interested in gender and work, both through research engagement and practical applications, including workforce and workplace policy. If you are interested in internships or other experiential learning opportunities with the Center, contact our director, Professor Dana Britton at dbritton@work.rutgers.edu. Learn more about both the Center and our director on the web at www.cww.rutgers.edu.

LSER Students Placed in Successful Spring Semester Internships

Internships are essential for demonstrating work experience to potential employees, and they can significantly increase new and emerging professionals’ chances of getting hired in a full time position after graduation. According to a recent study conducted by the National Association of Colleges and Employers (NACE), 42.3% of college seniors with internship experience who were active in their job search received at least one job offer, while seniors without internship experience were nearly 30% less likely to receive an offer.

- Crystal Burgess: Sony Music
- Ralph Cretella: Wilentz, Goldman, and Spitzer
- Audrey Cruz: Community Healthcare Associates, LLC
- Marcus DiPaulo: News 12 NJ
- Samira Farid: KGF Associates
- Daniel Ingraldi: Rutgers Athletic Center
- Jason Martino: Atlantic Records
- William Rehbein: Accrete Group
- Chelsea Rota: Itochu/Le Sport Sac
- William Schlosser: Connecticut Society of Association Executives
- Somana Suhan: NJ Department of Labor
- Jeffrey Wilkes, NJ Department of Labor
- Jiajing Xu: United Food & Commercial Workers Local 348-S

The program is sponsored by The Murphy Institute at The City University of New York.

SMLR Student Admitted to the New York Union Semester Program

SMLR junior, Jiajing Xu, was admitted into the New York Union Semester Program, a semester-away program for undergraduate and graduate students. New York Union Semester combines courses with a mentored internship at a labor union or worker organization. Internships are 32-hours a week and students attend four classes each week where they learn about organized labor. As interns at labor unions and affiliated organizations in New York City, students gain an understanding of the inner workings of organized labor while they make a contribution to the work of the movement. Jiajing will be interning with United Food & Commercial Workers Local 348-S as a union representative.

The SMLR career fair drew over 500 candidates and nearly 30 employers.

UPCOMING CAREER SERVICES EVENTS

- Careers in Entertainment
  6:00 - 7:30 PM
  Student Activities Center
  April 2, 2013
- Nonprofit and Government Career Day
  10:00 - 3:00 PM
  Cook Campus Center
  April 5, 2013
- Interviewing Strategies
  12:00—1:00 PM
  Livingston Student Center
  April 9, 2013
- Develop your Personal Brand
  6:00 - 8:00 PM
  Busch Campus Center
  April 9, 2013
- Job Search for Seniors
  6:00 - 7:30 PM
  Rutgers Student Center
  April 18, 2013
- New Jersey Collegiate Career Day
  9:30 AM - 3:30 PM
  Rutgers Student Center & Brower Commons
  May 30, 2013
RUTGERS UNITED STUDENTS AGAINST SWEATSHOPS (USAS)

Rutgers University’s United Students Against Sweatshops is continuing to expand its membership and activities across campus in 2013. This past fall, Rutgers-USAS won a landmark campaign, securing University support to cut sportswear contracts with Adidas in light of the company’s failure to pay severance to 2,800 workers in the P.T. Kizone Factory in Indonesia. The actions of USAS and the University help to serve as an example of what student activists can achieve in similar institutions across the nation. Currently, USAS students are engaged in a campus-wide awareness campaign highlighting conditions faced in apparel factories around the world, a push that intensified following a November 2012 factory fire that killed 117 textile workers in Bangladesh.

Last semester, USAS members also hosted a two day activist seminar that brought together dozens of USAS members from across the East Coast. Participants developed networks with fellow student leaders and discussed strategies for securing better conditions for workers in a range of sectors. Subsequent to this gathering, Rutgers-USAS will send two representatives to a national United Students Against Sweatshops leadership conference at the University of Miami.

Anyone interested in joining USAS can email rucampusjustice@gmail.com
The LSER department just completed its second year of a unique research partnership with the American Center for International Labor Solidarity (more commonly known as the Solidarity Center). The Solidarity Center is an organization set up the AFL-CIO to assist free trade unions throughout the world to become more effective and powerful. It is funded largely by the U.S. State Department; Rutgers is its only university research partner.

This year’s activities included two projects. The first, led by Dean Sue Schurman and Department Chair Adrienne Eaton, focused on union efforts around the world to organize workers who have been “informalized from above” – that is, their employment relationship is “informal” (not covered by labor and employment laws or other social protections like unemployment insurance) because an employer has subcontracted, privatized, or casualized their work. They are dependent on a single employer, like regular employees, but are excluded from the legal and other protections the standard employment relationship brings.

This project included four new case studies of union organizing (conducted by Mary Evans, Sahra Ryklief and two outside researchers): these concern beer promoters in Cambodia, port workers in Colombia, hospitality and retail workers in South Africa, and low-skilled public sector workers in Tunisia. A second research project was conducted by Prof. Janice Fine. She examined union efforts to organize, represent and include migrant workers in Jordan and the Dominican Republic. Additional case studies of unions and migrant workers are planned for the coming year as well as a conference and unions and women to be held in July in Sao Paolo.

Department Hosts Visiting Scholars from Korea

This year the Labor Studies department is hosting two visiting scholars from Korea, Heung-jun Jeong and Dr. Yoon Ho Kim. Heung-jun came to the United States last July and his research areas are industrial relations issues and employee behavior. He is particularly interested in business ethics and contingent work and has published 10 papers in Korean journals related to those topics. He plans to submit several papers to American and English-language journals during the year. He lives in East Brunswick with his wife and two sons.

Dr. Kim graduated from Korea University in 2009 with a Ph.D. in Management (HRM & IR). His dissertation was titled “A managerial taxonomy of non-standard workers: Antecedents and consequences”. Yoon Ho worked as a professor in the Korea University of Technology and Education. His research interests are strategic human resource management, managing non-standard work arrangements, and comparative employment relations. He has also carried out various research projects for the South Korean government and private organizations. He lives in Highland Park with his wife and daughter. He will be looking to collaborate on research with SMLR faculty and doctoral students.

Both scholars’ office is in the Ph.D. office (room 156) in the Labor Education Center. They welcome students and other visitors.
Consider the Joint Bachelor’s/Master’s Degree  
NO GRE REQUIRED FOR RUTGERS GRADUATES!

Whether you are graduating this spring or down the road, it is not too late to apply to the joint Bachelor’s and Master’s of Labor and Employment Relations (MLER) program. Students who complete the Labor Studies major and are accepted into the graduate program:

- May waive up to nine credits of graduate work.
- Can start their graduate work as undergraduate students by taking up to two graduate-level courses.
- Graduate with a Master’s degree after just one additional year of full-time study rather than 2-3 years.
- Increase your marketability as a new or emerging professional and qualify for higher-level management positions.

Contact Director of Student Services, Sattik Deb, sdeb@work.rutgers.edu, about your interest in the MLER program.

MLER Program Welcomes Largest Incoming Spring Class

The Labor Studies department welcomed its largest incoming MLER spring class in school history despite a reported national decrease in first-time graduate school enrollments. The department welcomed students with a variety of undergraduate majors including Economics, Management, Political Science, Psychology, Sociology, in addition to a number of Labor Studies majors.

The growth in the student body reflects not only the department’s outreach efforts but its broad appeal across disciplines. The record incoming class comes on the heels of the department’s largest graduating class last spring.

APPLYING FOR THE MASTER’S IN LABOR AND EMPLOYMENT RELATIONS

If you are graduating this May, consider applying for the Master’s of Labor and Employment Relations (MLER) program.

The MLER program combines professional training with intellectual exploration to produce graduates who are thoughtful professionals, informed leaders, and/or researchers grounded in contemporary reality.

Our graduates go on to work in a variety of careers including those in employment relations, state and federal government agencies, human resource management, organizational management, business and finance, marketing and outreach, social and community organizing, among others.

To apply online go to gradstudy.rutgers.edu. Application requirements are as follows:

- Official transcripts
- Personal statement
- Letters of recommendation from three faculty members
- A copy of your résumé

For more information contact Sattik Deb, Director of Student Services.
Welcome New Labor Studies Majors

The following students have declared Labor and Employment Relations (B.S.) as their major.

ADOLFO AARON
NICHOLAS ALBERINO
CURTIS ANDERSON
AARON ANTIGUA
SHANET BERMINGHAM
JESSICA BERNKOEITS
MINA BESTAWROS
VINCENZO BEVILACQUA
WILLIAM BIEDERMANN
EDWARD BLACK
THOMAS BROPHY
CASANDRA BURROWS
HENNA CHAUHAN
JEFFREY DIAZ
SAMARA ELLIOTT
BRITTANY ELTON
CASEY EVANS
KRYSINT VLASOVA
TENZIN YESHI

The following students have declared Labor Studies and Employment Relations (B.A.) as their major.

JULIAN KROL
SHAKIRAT LAJIDE
SUSAN LASHER
HEATHER LASSEN
RYAN LIND
STEPHANIE MALKE
RISHI MATTOO
DANIELLE MAYER
MARISA MILLER
COLIN MILLET
RABIA MOHYUDDIN
JONATHAN MOSS
MIKAELA MURPHY
ROBERT NISIVOCIA
COLLEEN ONEIL
RAMON PAULINO
BRANDON PIZZAI
BRIAN REILLY
ROBERT RENZ
MICHAEL ROMANO
MATTHEW SCHMIDT
CHARWANDA SHERROD
BRIAN SIMMS
HANNAH SURA
MARVELYN TIZIANI
GIUSEPPE UNGARO
KAI VILJA

KERRY HERNDON
JAWAN JAMISON
WALLY JUDGE
KATHERINE KEEGAN
FRANCES KENAIIAN
EDWIN KIM
ANDREW LAJARA
CHUN KIT LAM
PAUL LARUSO
FRANK LICAT
KIMBERLY MEIGH
EUGENE MULRENAN
JEREMY NUNEZ
HARRIET OOOI
SHEYLA OJEDA
ANDREW PARRILLA
TASLIM PATEL
LISA PATRONE
CURTIS RICHBURG
JEAN RODRIGUEZ
SAMANTA ROSS
EVA SALAMON
DOMINIQUE SANGIOVANNI
MICHELLE SMITH-TRAN
LOURNDY ST LOUIS
MARCUS THOMPSON
JEANETTE TORTORELLI
ZACHARY VANDYKE
JORGE VICIOUS
NICHOLAS VISICARO
ANTHONY VOLPE
MICHAEL WAGNER
ZACHARY WALKER
WAYNE WARREN
TYANNA WIGGINS
SAMANTHA WILLIAMS
GARY WILSON
Q & A: Help! I have a job interview tomorrow, how should I prepare?

Researching your potential employer before a job interview is an excellent way to stand out from your competitors. Company research involves using both free Internet sources and corporate information databases available through RUL.

♦ A first stop should be the web site of the company itself. Look for the link to About Us or For Investors. Look hard, sometimes that link is in small print. Observe the web site’s design and graphics. This will give you a clue as to how the company wishes to look to the public, clues you could use when presenting yourself at your interview.

♦ RUL databases such as Hoover’s Online (available through Westlaw) and OneSource are good sources for company profiles and news articles. If your company is not large enough to be listed, you can get useful industry information from the IBISWorld database. Newspaper articles from Access World News, especially from local papers, will give you a picture of the current business environment for the company’s geographic area.

♦ There are many more information resources you can use to prepare for your interview. Ask us for assistance or consult these online library guides created for student job searchers: Good luck!

RUL LiGuide: Career and Employment Resources: http://libguides.rutgers.edu/careers

RUL LibGuide: Job Searching (for business & management jobs): http://libguides.rutgers.edu/jobs

LIBRARY FALL HOURS

Monday—Thursday: 10:00 am — 8:00 pm
Friday: 10:00 am — 2:00 pm
Saturday: 10:00 am — 2:00 pm
Closed on Sunday

Donna L. Schulman, Library Director (for reference questions, how to use databases)
dischulman@work.rutgers.edu
848-932-9608

Eugene McElroy, Library Associate (for questions about hours, circulation, interlibrary loan)
mcelroy@work.rutgers.edu
848-932-9513

Donna Schulman to Retire

Donna Schulman will be retiring at the end of the semester. Donna joined the SMLR faculty six years ago, and has enjoyed teaching research skills and building the labor relations collection at the Carey Library and the HRM collection at the Kilmer Library, but has decided it is time to pursue her personal passions—birding and nature photography.
FACULTY & PHD UPDATES

Professor Janice Fine was profiled in the *Rutgers Today* article, "Hot Topic: The Demand for Higher Wages." In a Q&A, Professor Fine discussed the fight among low-wage workers for a living wage and the implications of Michigan's new right-to-work law.

Professor Rebecca Givan's op-ed, "Striking Workers Never Take Their Actions Lightly," was featured in the Employment Policy Research Network and *Connecticut Post*. She writes, "When the workers who can't be outsourced strike ... it reminds corporations nationwide that their success wouldn't be possible without the workers. As a result, strikes play a vital role in protecting workers -- union members and non-union members alike."

Professor Givan will be presenting a paper on Employee Voice in the Veterans' Healthcare Administration in St. Louis in June, at the Labor and Employment Relations Association Conference.

In November, *New Labor* received a 2012 National COSH Education/Training Award in recognition of the work and skill that the team has contributed to the local community and the national network of COSH groups. *Professors Janice Fine and Carmen Martino* have both worked extensively with New Labor and placed undergraduates in internships with that worker center. For more information about New Labor visit [www.newlabor.org](http://www.newlabor.org).

Professor Saul Rubinstein and Professor Ming-wei Liu are both on leave this semester -- and are being sorely missed by both students and faculty. Next fall, they will return. However, then *Professors Janice Fine and Niki VonLockette* will both be on leave and working on research projects.

Professor Francis Ryan is looking forward to teaching a graduate course, Public Sector Employment Issues, on Wednesday in the Fall semester in addition to his undergraduate courses. He has recently been named to the editorial board of *WorkingUSA: The Journal of Labor and Society*. His daughter, Siobhan, recently celebrated her sixth birthday, in addition to losing her first tooth.

Over the winter break, Professor Tobias Schulze-Cleven traveled to Denmark to advance his research on labor market reforms in Europe and to help deepen Rutgers' global reach. He was based at FAOS, the Employment Relations Research Center at the University of Copenhagen. There, he interviewed experts on recent developments in Danish industrial relations and presented a paper in a colloquium. Moreover, serving as a "Faculty Ambassador" for the Rutgers Centers for Global Advancement and International Affairs, he met with officials at the University of Copenhagen and academics from Copenhagen Business School to delineate potential areas for future collaboration between Rutgers and Danish institutions.

Professor Lisa Schur has a book, "People with Disabilities: Sideline or Mainstreamed," co-authored with Doug Kruse and Peter Blanck, forthcoming from Cambridge University Press. It overviews the progress and continuing disparities faced by people with disabilities around the world and examines the extent of their economic, political, and social inclusion. Besides summarizing hundreds of studies, it presents new evidence from surveys and interviews with disability leaders.

Professor Susan J. Schurman, Dean of the School of Management and Labor Relations, is the principal investigator of an award totaling $211,565. The project, *New Jersey Pathways Leading Apprentices to a College Education*, is being supported by the New Jersey State Employment and Training Commission.

Professor Niki Dickerson VonLockette is embarking on a research project with MLER student Milly Sil that will investigate the consequences of displacement to other cities on the part of those evacuated from New Orleans because of Hurricane Katrina. The goal is to determine their employment and economic outcomes post-displacement.

Partnering with Rutgers School of Public Affairs and Administration, Professor Tracy F. H. Chang is administering the State of New Jersey Certified Public Manager Program in New Brunswick campus. The program will equip supervisors and managers of public agencies with leadership skills and organizational knowledge in order to manage their daily operation more effectively and meet the missions of their organizations.

Professor Dorothy Sue Cobble’s article on the reform vision of the early American labor movement, "Pure and Simple Radicalism: Putting the Progressive Era AFL in Its Time," will appear as a featured essay with responses by Melvyn Dubofsky, Julie Greene, Andrew Wender Cohen, and Donna T. Haverty-Stacke and an author reply in *Labor: Studies in the History of the Americas* in 2013. Also excerpts from her earlier work on the history of labor feminism have been translated into Italian by Pier Paolo Poggio for *The Other XX Century* [*L’Altronovecento, Comunismo Eretico E Pensiero Critico*] (Milan, Italy: Jaca Books, 2013). She will be traveling to Sweden in June to talk about the global history of equal pay and the rise of internationalism among trade union women in the twentieth century.

On October 4, Professor James Cooney was quoted in the *Star-Ledger* article, "Union County bank violates anti-discrimination laws, former exec says." In the article, Cooney states that "the U.S. Supreme Court has long established that employers can't offer different benefits to people even when they argue there is a supposed scientific basis for doing so, such as requiring women to contribute more toward their pension benefits because they statistically live longer than men. Employers who offer different sets of benefits to men and women also could run afoul of a recent New Jersey law that requires equal treatment of married couples and those living in civil unions."