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.

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. He 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.
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).

PAULA VOOS
Director of Academic Programs
(848) 932-1748
pbvoos@work.rutgers.edu

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.

SATTIK DEB
Director of Student Services
(848) 932-0303
sdeb@work.rutgers.edu

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

AMY MARCHITTO
Student Advisor
(848) 932-8559
amarchitto@work.rutgers.edu

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.

BARBARA KONOPKA
Program Coordinator
(848) 932-4252
Barbara.Konopka@work.rutgers.edu

Barbara provides administrative support to the department including scheduling, and updating student records.

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SMLR T-SHIRTS
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.

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 and 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 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, Cifenutes’ 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.
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.

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

**ORGANIZATIONAL BEHAVIOR AVAILABLE ONLINE**

Beginning this summer, the MLER program will offer a new topics course: Organizational Behavior, a course that was developed by SMLR Professors Jean Phillips and Stan Gully. Professors Phillips and Gully wrote a leading textbook on Organizational Behavior which will be used in the course. They also developed engaging video lectures, and online discussion questions, along with assignments and exams to measure student learning.

A variety of instructors will use the rich materials developed by Phillips and Gully to provide a highly-interactive learning experience. This summer, Phillips and Gully will teach a 12-week version of the online course. This fall, Andy Kim will leave the physical classroom, where he has been successfully teaching undergraduate OB, to begin teaching online.

This course is not open to MLER students who have taken the undergraduate OB (37:575:345) unless they can present a convincing reason why they would benefit from doing so and the instructors of the course agree to develop additional material/assignments for them.

**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.
The Carey Library is your place. We have computers, books, and sometimes chocolate. Come in and say hello!

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.

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**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’Altranovecento, Comunismo Eretic 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."

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.
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