SMLR CONNECTS LABOR STUDIES STUDENTS WITH INTERNSHIPS

Employment Placement Program Underway

The Department of Labor Studies and Employment Relations recently revamped its Internship and Career Services website to better serve students as a comprehensive resource for internship seekers. Categorized internship listings, internship request forms, and other resources are available on the website (http://smlr.rutgers.edu/labor-and-employment-relations/internships*).

Additionally, Career Services has launched a portal called Career Knight (https://smlr-rutgers-csm.symplicity.com/students/index.php**), that can be accessed through the website. Career Knight is an enhanced job posting system of internships and employment. Labor Studies students now have access to a university-wide portal and also an SMLR-dedicated portal.

Internships and professional development are important components of students’ progress towards becoming active and knowledgeable contributors to the workforce and society. Increased knowledge and greater skills that come with internships and field work provide students with the tools to perform more effectively in their future positions. Moreover, professional development creates networking opportunities for students and potential employers while strengthening the relationship between Rutgers University and the community.

The Labor Studies department has developed an extensive database of internship contacts and works actively to match students with those sites. The department’s contacts include government agencies, nonprofit organizations, corporations, issue advocacy organizations, legal organizations, educational institutions, and financial organizations, among others. Labor Studies majors may participate in up to two three-credit internships. One of those internships may be a teaching internship with SMLR.

For more information about internship or employment placement, contact the Director of Student Services, Sattik Deb.
sdeb@work.rutgers.edu

*Visit smlr.rutgers.edu; roll over [LSER] on the tool bar and click on [Internships and Career Services]
**The link can be accessed at the bottom of the Internship & Career Services page.

Employment Law Available During the Winter Session

SMLR will be offering Employment Law during Winter session this year (37:575:315), taught by James Cooney. Because winter-session is so short, this 3-credit class meets 5 nights a week from 6:00-8:35 from 12/21, 12/26-12/28, 1/2-1/18. We strongly recommend that students do not work full-time while taking this class.

Employment Law is a required class in the BS program in Labor and Employment Relations and an elective in the BA degree in Labor Studies and Employment Relations. However, all students can benefit from knowing their rights at work.
RUTGERS UNITED STUDENTS AGAINST WORKSHOPS (USAS)

Rutgers’s USAS chapter is part of a national, student-led organization that has advocated for global labor rights since its founding in 1997. As the fall 2012 semester begins, USAS plans to develop campus-wide support for workers at P.T. Kizone, an Adidas factory in Indonesia, which shut down in April 2011. Since that time, almost 3,000 workers have struggled to obtain 1.8 million dollars in legally-mandated severance pay, which the company refuses to pay.

The Rutgers chapter will host the USAS northeastern regional organizers conference on November 3-4. This organizing “boot camp” will allow student activists from colleges and universities around the east coast to discuss such issues as effective coalition building, media communication, and solidarity actions. Last year’s meetings drew students from 64 different institutions, leading to new networks and friendships. Details of the gathering will be announced shortly—so please get involved with this historic gathering.

Teach-ins are also planned around campus to bring attention to the conditions of Pakistani textile workers, especially to the recent factory fire in Karachi, in which three hundred workers were burned to death. Rutgers USAS will also continue its lobbying efforts to have Rutgers University disaffiliate with the Fair Labor Association in favor of the Worker’s Rights Consortium.

Rutgers USAS has weekly meetings, Wednesday at 9:30pm at Scott Hall, Room 220. All students are encouraged to attend. If you are interested in joining, please email rucampusjustice@gmail.com.

Consider the Joint Bachelor’s/Master’s Degree

NO GRE REQUIRED FOR RUTGERS GRADUATES!

Whether you are graduating this January 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.
**Major in Labor Studies & Employment Relations**

Declare Labor Studies as your major and take advantage of the services offered to our majors: specialized academic advising, access to classes open only to majors, access to internship and job opportunities, teaching assistantships, and updates through our list serv.

With flexible scheduling opportunities, and a broad multi-disciplinary, student-centered approach, a Labor Studies degree might be the right choice for you. The major consists of 36 credits in Labor Studies. In place of six of these credits, students may substitute related courses from other departments.

**Academic Program Office Has a New Administrator**

Barbara Konopka, who has worked at Rutgers for the past 15 years, joined the Department of Labor Studies and Employment Relations’ Academic Program Office staff in June 2012.

Barbara comes to us from the Graduate School of Education, where she spent the last 11 years. Barbara provides administrative support to the department. She said she enjoys interacting with students, scheduling appointments, and updating student records.

**Advising and Credit Program Office Hours**

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).

**REGISTRATION TIP**

To request special permission numbers,

- Email your request to sp@work.rutgers.edu
- Include the class name, number, and index number you are requesting.
- Include your name, RUID and cell phone #.
- Explain why you must enroll in this class. The department will take your reasons into consideration and do its best to accommodate you.
- If you do not receive a response within 48 business hours, resend your request and put “Second SP# Request” in the subject line.

**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 coordinating the internship and job placement program.

**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.

**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.
Welcome New Labor Studies Majors

The following students have declared Labor and Employment Relations (B.S.) as their major since May 2012.

NICHOLAS ABBOTT
ROSEANN AELLI
SUMMAYYA AHMED
HIJIRA ALI
BENJAMIN ALTER
WILLIAM ALVAREZ
WONDER AMEDZ0
LATONYA ANDREWS
KENNETH BAGLEY
BARTOL TREVOR
JOANA BELFIORE
GREGORY BIMBIRAS
JOSEPH BLACKWELL
ANNA BOSTED
KALEEMAH BOWLES
YAA BREFO
ALEXANDER BRIUKHAN
AMANDA BUCHANAN
ALEXIS BURKE
HEATHER CALDERONE
JANICE CAMPOS
MICHAEL CARTWRIGHT
DIEGO CHICA
CYNHTHIA CHURCH
JOSEPH D’ANGIOLILLO
SARAH DIFRANCESCO
JENNIFER DOUGHERTY
ANGIE DUOMOND
NICOLE EVANS
BOSSUET EXANTUS
DONA FANARA
KEVIN FARRELL
REBECCA FARRUGIA
DAWN FERGUSON
ERIC FISCHER
YASINIBEL FRIAS
DENNIS FRIMPONG
RENEE FROTTON
VINCENT GARRRETT
CARL GAYNOR
BRIDGET GOLDSMITH
ADRIAN GRANT
JOHN GUZASKAS
ELIZABETH HARTMAN
PHILIP HARTMAN
JOSEPH HENLEY
MIGUEL HERNANDEZ
PATRICIA HERSH
SARAH HOCHBERG
KELSEA HOLTON
BRUCE HOWARD
JADINE HUNT

JAKE JAJALLA
RAISHID JIHAD
BRIAN JOHNSON
DIANE JONES
MATIK JONES
NANCY JUAREZ
RAHEL KHAN
SYLVIA KLEINER
CARISSA KOHLER
PHILLIP KRAVTSOV
JEFFREY LAGREGA
CHELSEY LEE
CLAVON LEONARD
JOSEPH LOHMANN
LORENZO MARGARITA
ADAM MANNA
FELICE MANOCCHIO
HAMEDA MARTIN
JASON MARTINO
ANDREW MCALEER
RAFAEL MEDRANO
MARK MELENDEZ
ERIC MERCADO
CYNTHIA MIGOSI
MYUNG Joon MOON
KRISTI MRISS
ZACHARY NEWLAND
VALERIE PAPARAZZO
DEVARE PASTERNACK
MANH PHAM
COLIN PHILIP
LAURA PINTO
CAROL PISAPIA
RICHARD RAMBO
AMY RENDE
BARBARA RENTAS
MONICA REYES
LURDYS RODRIGUEZ
MIRIAM RODRIGUEZ
JULIAN ROMERO
ALEXANDRA SALAZAR
YULI SANTANA
ESTFANY SANTIAGO
VILMA SANTOS
ANGEL SAWYER-HACKNEY
GREG SCHUMAN
TRACY SCOTT
SEAN SEERY
BRITANNY SEMO
PATRIC SWIFT
MICHAEL THIEME
ELENA TOLSTIKOVA
MARVIN TONEY
LATOSHA WELLS
JEFFREY WILKES
SUSAN ZIENKIEWICZ

HIJIRA K ALI
DANIEL A ANTONELLI
WALFRIN BATISTA
MOHAMMAD T. BHIUYAN
CHRISTOPHER BRADY
TIFFANY COBAN
BRANDON COLEMAN
JEREMY DEERING
WENDY DIEP
SAMIRA FARD
HENRY M FESSANT-EATON
ALEXANDER C FRANKEL
JAMIE GALGANO
GAREEF GLADSHEN
GUILLERMO GONZALEZ
ALYSSA R GOUVOUNIOTIS
RITA HASAN
KERRY HERDON
JAWAN JAMISON
WALLY JUDGE
KATHERINE KEEGAN
FRANCES KEN AIAN
ANDREW LAJARA
CHUN KIT LAM
PAUL A LARUSO
EUGENE MULRENAN
JEREMY NUNEZ
HARRIET ODOI
SHEHVA OJEDA
ANSREW W. PARRILLA
TASLIM PATEL
LISA PATRONE
CUTRIS RICHBURG
DOMINIQUE R SANGIOVANNI
MICHELLE SMITH-TRAN
MARCUS THOMPSON
JEANETTE TORTORELLI
ZACHARY VANDYKE
JORGE VICTIOSO

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...
Course Explores Democracy and Capitalism

Democracy and capitalism are commonly understood to be parallel ideas. Democracy describes an approach to government while capitalism describes an approach to economic life. What happens when democratic ideas are applied within capitalism? Is it possible for these ideas to inhabit the same space, particularly within the confines of a business enterprise? Can a democratic workplace meet the demands of an international market economy?

The spring 2013 semester SMLR course Democratic Capitalism (37:575:377) will explore these issues. The course will explore various ways these ideas have been put into practice, ranging from the dramatic expropriations of enterprises in Argentina early in this century to the contemporary sale of healthy businesses to employees using the Federal tax code. Finally, the course will investigate the challenges of democratic decision making within a business enterprise and the role unions or union-like structures can have to making ownership truly democratic.

After earning a Doctorate in Human Development from the Harvard Graduate School of Education in 1984 with a thesis called The Social Psychology of Ownership: A Case Study of a Democratically Owned Firm, Professor Christopher Mackin began a full time career as an advisor to employee owned firms, to unions, and to governments. In addition to his consulting, Professor Mackin also serves as a member of the core faculty of the Harvard Trade Union Program.
FALL AND SUMMER LSER Students Placed in Successful Internships

Hijira Ali: Hilton Hotel
Christopher Boyd: Centrastate Medical Center
Michael Corbin: Middlesex County Prosecutor's Office
Cody Crespo: Bank of America - Merrill Lynch
Henry Fesshan-Eaton: New Labor
Matthew Fojo-Prieto: Financial Recruiting Services
Jessica Gisondi: McNamara & Associates
Tamika Jones-Morris: New Jersey Department of Labor
Alanna Kirschbaum: Saint Clare’s Health Systems
Mikayla Kraemer: Robert Wood Johnson Fitness Center
Daynel Laureano: Brickforce Staffing
Allyssa Lauria: ADP
Ruth Lora: Viacom
Muta Mashack: JNESO Professional Health Care Union

Patrick O'Reilly: Executive Management Staffing
William Rehbein: Marsh & McLennan Agency, LLC
Adrian Rugova: fadliberisha.com
Hannah Russo: Armour Beauty
Padraig Ryan: New Labor
Joel Salvina: NJ Work Environment Council
Rachel Schneeberger: Samaritan Medical Center
Stacie Schwartz: Speech Trans
Chanelle Shaw: ADP
Adam Sichari: Colgate-Palmolive
Amy Tai – Super Interns
Maria Tano: Viacom: MTV College Relations
Jennifer Wassong: enchantedcelebrations.com
Michael Winderman: First Investors Corp.

The Center for Women and Work

SMLR's 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 new Director, Professor Dana Britton at dbritton@work.rutgers.edu. Learn more about both the Center and our new director on the web at www.cww.rutgers.edu.
The Carey Library is your place. We have computers, books, and sometimes snacks. Come in and say hello!

Q & A: Help! How Can I Save Time When I am Researching a Paper?

- **Take advantage of RUL’s Book Delivery System.** Is the book you need located in a library on the other side of Rte 18 or, worse, in Camden? Click the Book Delivery/Recall box on the right, and RUL will send the book to the library of your choice in 2 – 5 days (usually 2).

- **Take advantage of RUL’s Article Delivery Service.** Do you need a journal article available only IN PRINT? RUL will scan the article and send it to you electronically! Go to the Delivery and Interlibrary Loan section of the RUL web site (use menu), and click on Interlibrary Loan and Article Delivery Services.

- **Use an Online Encyclopedia.** Does your paper require facts and background information? There is an alternative to Wikipedia. RUL offers digital encyclopedias that can be used off-campus. They are on social science and business topics, including labor history, organizational psychology, gender & society. Access all titles through the RUL home page (http://www.libraries.rutgers.edu/); click on Research Resources, then Electronic Reference Sources. Check the selections under Labor and Employment Studies Business, and Women’s and Gender Studies.

Use a LibGuide. Online research guides tailored to your course and labor and employment studies topics are useful tools for cutting through the information maze and haze to the right database or web site. LibGuides are especially useful for locating think tank resources for policy papers, up-to-date statistics sources, and brief videos on the research process. You can find these guides at the above link or, for some courses, on your Sakai site.

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**LIBRARY FALL HOURS**

<table>
<thead>
<tr>
<th>Days</th>
<th>Hours</th>
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<tbody>
<tr>
<td>Monday—Thursday</td>
<td>10:00 am — 8:00 pm</td>
</tr>
<tr>
<td>Friday</td>
<td>10:00 am — 2:00 pm</td>
</tr>
<tr>
<td>Saturday</td>
<td>10:00 am — 2:00 pm</td>
</tr>
<tr>
<td>Closed on Sunday</td>
<td></td>
</tr>
</tbody>
</table>

**Thanksgiving weekend:**
Wed, Nov. 21, 10am – 5pm, Thurs, Nov 22 to Sun, Nov 25 closed. All RUL libraries closed Thanksgiving, November 22^{nd} 2012.

**For exam period and intersession hours:** check Hours and Directions page via the RUL web site.

**Questions about hours, access, or circulation?** Contact Eugene McElroy at 848-932-9513.

**Donna L. Schulman, Library Director**
dlschulman@work.rutgers.edu, 848-932-9608

**Eugene McElroy, Library Associate**
mcelroy@work.rutgers.edu, 848-932-9513

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**RUTGERS LEARNING CENTERS**

Work with students, faculty, and professional staff through a variety of academic support programs to promote student achievement.

- **Busch Campus**
  ARC Building, Room 332
  848-445-0986

- **College Avenue Campus**
  Kreeger Learning Center
  732-932-1443

- **Cook/Douglass Campus**
  Loree Building, Room 124
  732-932-1660

- **Livingston Campus**
  Tillett Hall
  848-445-0986
Reading Behind the Media Hype Factor

Public opinion of workers and unions is continually being shaped and molded by the media through in-depth newspaper articles, comedy television shows, comics, cartoons, and dramatic movies. With fewer independent voices in media and more corporate consolidation, decisions about who and what to cover increasingly reflect the biases of bottom-line sensitive executives.

Earn one credit and learn how to analyze news coverage and entertainment images of workers and unions in Labor Images and Media, Saturdays, April 6 to May 4, 2013 from 1:00 to 3:55 p.m.

The course will examine the political economy of the media industry—how corporate media companies offer more channels and less diversity. Discussion will explore economic factors, such as the influence of advertising revenue and the drive to suppress labor costs.

Students should expect to question assumptions in news coverage and popular entertainment to become more critical of messages about working people and unions.

Zuccarello Scholarship
Awarded to MLER Student Steven Stokes

The late Anthony Zuccarello was a labor organizer and political activist and to commemorate his lifetime of work, the Anthony S. Zuccarello Scholarship was created in his name to be awarded to a current undergraduate or graduate Labor Studies student who has been a union officer, an activist, or staff member, and who seeks to work to advance the field of Labor Studies and Employment Relations.

Steven Stokes, a student in the Master of Labor & Employment Relations program has been awarded the scholarship for the fall 2012 semester. Stokes spent twenty-two years in the United States Army before joining the United Brotherhood of Carpenters (UBC) where he has served in several roles including shop steward over the past seven years. Most recently Stokes served as the shop steward on the largest construction job in the state, the Revel Casino and Hotel, a beachfront resort that opened earlier this year in Atlantic City. “During that eighteen-month period, I protected the rights and working conditions of over 200 carpenters who completed over 244,000 work-hours without a single lost-time injury,” said Stokes of his time.

Stokes currently serves as the chairman of his local union’s volunteer organizers committee.

Leadership in Work Organizations (37:575:480)

Piloted by Dean Shurman and Professor Given this fall, “Leadership in Work Organizations” (37:575:480) offers an in-depth examination of leadership––what it is, where it comes from, how people develop and exercise it, how it becomes manifested in various forms, how employees and managers become effective at it, and how it impacts individuals, teams, and organizations. While leadership is an extremely broad topic, this course focuses on leadership within work organizations, including labor unions, which represent workers in the workplace.

Professor Given, who will teach the course next semester, says that “in-this-hands on course, students learn about their own strengths and weaknesses as leaders.” Students take a number of psychological and personality tests to gain a deeper understanding of different theories of leadership. The course has many participatory activities and guest leaders. There will be online forums and discussions to enable students to participate in a variety of ways. Professor Given says, "We've built a lot of momentum this semester, and I'm looking forward to continuing next semester, with visits from guest leaders and another exciting and interactive semester."
The Labor Studies major is a multi-disciplinary program that students can tailor to their personal interests or professional goals. Majors may elect to fulfill a concentration within the major. A concentration is a theme, subject, or perspective that certain courses have in common. It links the courses together and reflects a particular area of interest within the Labor Studies discipline. While concentrations were previously informal designations, as of the fall 2012 semester, concentrations will be officially recognized on students' transcripts. The Labor Studies department has five concentration options available:

1. Law and the Workplace
2. Diversity in the Workplace
3. Work Organization and Management
4. Labor Unions and Social Movements
5. Work, Globalization and Migration

Each concentration consists of 18 credits offered by the department. It must include either Introduction to Labor Studies & Employment Relations (37:575:100) or Work, Society, and the Quality of Life (37:575:110). Five courses are required in the area of the concentration. Choosing a concentration is optional but a concentration enables students to develop expertise in a particular area and also signal their qualifications to prospective employers.

Non-majors may choose to declare a concentration as a minor option.

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@work.rutgers.edu
Professor Dana Britton, Director of the Center for Women and Work, spoke at the Women’s Leadership Conference on Oct. 4 at the University of Idaho. In addition to Dr. Britton’s talk, the event included a keynote by Gloria Steinem.

Professor Dorothy Sue Cobble was appointed a distinguished lecturer by the Organization of American Historians (OAH). Professor Cobble will serve a 3-year, renewable term in which she will speak to diverse audiences across the county, hosted by colleges, historical societies, and museums. Also, Professor Cobble will be giving a talk at the European Institute, University of Geneva, December 6, on the ILO and rise of women’s transnational activism, which will be published in “Women’s ILO: Transnational Networks and Gender Equality.”

Professors Adrienne Eaton and Paula Voos, along with PhD Student Sean Rogers, had an article accepted for publication in the Industrial and Labor Relations Review. The article concerns the consequences of graduate student employee representation on student-faculty relationships, academic freedom, and compensation.

Professor Janice Fine co-wrote an article, “Solidarities and Restrictions: Labor and Immigration Policy in the United States,” which was included in the May issue of The Forum, a journal of applied research in contemporary politics. Professor Fine and Hyacinth Miller organized an event September 27, on the “undocumented and unafraid” immigrant youth movement. More than 80 people attended the event, which was highlighted in The Home News Tribune and The Daily Targum.

Professor Rebecca Givan’s op-ed was featured in the L.A. Times on September 30. Professor Givan discussed why professionalism matters and also why well-trained, experienced employees—from Chicago Symphony Orchestra musicians, to the NFL refs—are using the last resort of the organized worker, the refusal to work.


Professor Mingwei Liu and Ph.D. student Chunyun Li wrote a paper, “Environment Pressures, Managerial Industrial Relations Ideologies and Unionization in Chinese Enterprises,” which was published by the British Journal of Industrial Relations. Also, Professor Liu was granted $8,500 by the International Labor Organization for the project “Research on Governing Labor Standards in the Chinese Electronic Manufacturing Industry: Labor Market Institutions and Governance of Global Value Chains.” Also, Professor Mingwei Liu together with Jeffery Wilson, an attorney of Jun He Law Offices led a Bloomberg BNA International HR Webinar, “China: Collective Bargaining, Collective Contracts and Strikes.” This Webinar was the result of a partnership between Labor and Employment Relations Association (LERA) and Bloomberg BNA.

Professor Francis Ryan joins us from Temple University in Philadelphia. Ryan has taught courses in labor history in workers education programs since 1997, and his research focuses on the development of public sector unionization in the United States. His first book, AFSCME’s Philadelphia Story: Municipal Workers and Urban Power in the Twentieth Century (Temple University Press) came out in 2011, and his current scholarly projects include a general history of the international AFSCME union, as well as a study on Working-Class Philadelphia in the twentieth century. He will also serve as faculty moderator for Rutgers’s United Students Against Sweatshops (USAS).

Dean Susan J. Schurman and Professor Rebecca Givan, instructors for the Leadership in Work Organizations course, invited actor Richard Masur to attend the class as a guest speaker. Masur played a key role in drafting the newly merged Screen Actors Guild-American Federation of Television and Radio Artists’ (SAG-AFTRA) constitution and bylaws and currently stars in the new HBO hit, Girls. Also, In August, Dean Schurman again teamed up with Peter DiCicco, her co-facilitator during the Screen Actors Guild-American Federation of Television and Radio Artists’ (SAG-AFTRA) merger, to facilitate a meeting of the Association of Flight Attendants’ (AFA) newly formed United Airlines bargaining committee. Dean Schurman and DiCicco introduced the group to the Interest-Based Problem-Solving Model that they used successfully with SAG and AFTRA as a tool to help them create new contract proposals to satisfy members’ as well as the company’s interests.
<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Days</th>
<th>Time</th>
<th>Location</th>
<th>Instructor(s)</th>
<th>Index #</th>
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<tbody>
<tr>
<td>37:575:100:01</td>
<td>Introduction to Labor Studies</td>
<td>M, Th 9:15 a.m. – 10:35 a.m.</td>
<td>(1)</td>
<td>Room 10</td>
<td>Ryan, Francis</td>
<td>57296</td>
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<tr>
<td>37:575:100:02</td>
<td>Introduction to Labor Studies</td>
<td>M, Th 12:00 p.m. – 1:20 p.m.</td>
<td>(3)</td>
<td>Room 10A</td>
<td>Katz, Carla</td>
<td>57294</td>
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<td>37:575:100:03</td>
<td>Introduction to Labor Studies</td>
<td>W 7:15 p.m. – 8:35 p.m.</td>
<td>(7,8)</td>
<td>Room 10</td>
<td>Katz, Carla</td>
<td>56820</td>
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<td>37:575:100:04</td>
<td>Introduction to Labor Studies</td>
<td>Th 5:30 p.m. – 6:30 p.m.</td>
<td>(6,7)</td>
<td>Room 10A</td>
<td>Katz, Carla</td>
<td>56817</td>
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<td>37:575:100:90</td>
<td>Introduction to Labor Studies</td>
<td>ONLINE</td>
<td></td>
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<td>Bensman, David &amp; Voos, Paula</td>
<td>55820</td>
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<tr>
<td>37:575:110:01</td>
<td>Work Society and the Quality of Life</td>
<td>T 6:40 p.m. – 7:40 p.m.</td>
<td>(1,2)</td>
<td>Room 103</td>
<td>Taylor, Shawn</td>
<td>59240</td>
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<tr>
<td>37:575:201:02</td>
<td>Development of the Labor Movement I</td>
<td>M 6:10 p.m. – 7:10 p.m.</td>
<td>(3,4)</td>
<td>Room 204</td>
<td>Ryan, Francis</td>
<td>55740</td>
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<tr>
<td>37:575:202:01</td>
<td>Development of the Labor Movement II</td>
<td>W 9:15 a.m. – 10:15 a.m.</td>
<td>(1,2)</td>
<td>Room 103</td>
<td>Taylor, Shawn</td>
<td>55740</td>
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<td>ONLINE</td>
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<td>Wells, Amy</td>
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<td>37:575:215:01</td>
<td>Youth and Work</td>
<td>W 3:55 p.m. – 4:55 p.m.</td>
<td>(5,6)</td>
<td>Room 130/131</td>
<td>Stahl, Susan</td>
<td>58044</td>
</tr>
<tr>
<td>37:575:250:02</td>
<td>Finance for Personal and Professional Success</td>
<td>Th 3:55 p.m. – 5:55 p.m.</td>
<td>(1,2)</td>
<td>Room 130</td>
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<td>Finance for Personal and Professional Success</td>
<td>Th 3:55 p.m. – 5:55 p.m.</td>
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<td>37:575:250:06</td>
<td>Finance for Personal and Professional Success</td>
<td>W 7:15 p.m. – 8:15 p.m.</td>
<td>(1,2)</td>
<td>Room 109</td>
<td>Lawvere, Deborah</td>
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<td>T 7:15 p.m. – 8:15 p.m.</td>
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<td>Room 102</td>
<td>Maw, Merry</td>
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(Spring Break Sat. 3/16 – Sun 3/24; Final Exams: Thurs. 5/9 – Wed. 5/15)
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<th>Credit</th>
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<th>Instructor(s)</th>
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<td>37:575:294:01</td>
<td>Avoiding Sexual Harassment</td>
<td>ONE CREDIT</td>
<td>Sunday 1:00 p.m. – 3:50 p.m.</td>
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<td>C/D – Labor Education Center – Room 137 (Auditorium)</td>
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<td>ONE CREDIT</td>
<td>6:10 p.m. – 8:40 p.m.</td>
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<td>37:575:297:90</td>
<td>Religion in the Workplace</td>
<td>ONE CREDIT</td>
<td>2:15 p.m. – 3:30 p.m.</td>
<td>M,W</td>
<td>C/D – Hickman Hall – Room 216</td>
<td>Schulze-Cleven, Tobias</td>
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<td>37:575:298:90</td>
<td>Social Media in the Workplace</td>
<td>ONE CREDIT</td>
<td>2:15 p.m. – 5:15 p.m.</td>
<td>Th</td>
<td>C/D – Hickman Hall – Room 115</td>
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<td>C/D – Hickman Hall – Room 115</td>
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<td>37:575:300:01</td>
<td>Writing in Employment Relations</td>
<td>HYBRID</td>
<td>10:55 a.m. – 12:15 p.m.</td>
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<td>C/D – Food Science – Room 109</td>
<td>Zachary, Jen</td>
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<td>C/D – Food Science – Room 109</td>
<td>Moccio, Francine</td>
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<td>Comparative Labor Movements</td>
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<td>C/D – Hickman Hall – Room 216</td>
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<td>37:575:303:01</td>
<td>Black Workers in American Society</td>
<td>ONE CREDIT</td>
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<td>C/D – Hickman Hall – Room 115</td>
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<td>37:575:308:01</td>
<td>Dynamics of Work and Work Organization</td>
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<td>2:50 p.m. – 5:50 p.m.</td>
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<td>C/D – Hickman Hall – Room 119</td>
<td>Heckscher, Charles</td>
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<td>9:15 p.m. – 10:35 a.m.</td>
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<td>C/D – Hickman Hall – Room 119</td>
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<td>Working Women in American Society</td>
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<td>C/D – Ruth Adams Building – Room 104</td>
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<td>37:575:310:01</td>
<td>Labor Relations in Professional Sports</td>
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<td>11:30 a.m. – 2:30 p.m.</td>
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<td>C/D – Labor Education Center – Room 137 (Auditorium)</td>
<td>Sperling, Alex &amp; Frost, Allan</td>
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**Notes:**
- Conflicts and Conflict Resolution in the Workplace: 37:575:312:01
- Immigration and Public Policy: 37:575:315:03

**Schedule:**
- Classes begin Tuesday, January 22
- Regular classes end Monday, May 6
- Spring Break: Saturday, March 16 - Wednesday, March 20
- Final exams: Thursday, May 9 - Wednesday, May 15

**Locations:**
- Dwyer, Bill: 37:575:312:01
- Cipparulo, Rosemarie: 37:575:314:01
- Dechiara, Peter: 37:575:314:02
- Manetta, Brian: 37:575:315:05
- Klein, Joyce: 37:575:315:06
- Wang, Fuxi: 37:575:338:92
- Bahruth, Amy: 37:575:338:90
- Conway, Ashley: 37:575:338:91
- Schlegel, Barny: 37:575:338:92
- Katz, Carla: 37:575:340:01
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<th>Course Title</th>
<th>Days</th>
<th>Time</th>
<th>Location</th>
<th>Instructor</th>
<th>Index #</th>
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<tr>
<td>37:575:345:03</td>
<td>Organizational Behavior and Work</td>
<td>M, Th</td>
<td>10:20 a.m. – 11:40 a.m. (2)</td>
<td>LIV – Lucy Stone Hall – Room B-267</td>
<td>Han, Kyongji, Kim, Andy</td>
<td>46301</td>
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<td>37:575:345:04</td>
<td>Organizational Behavior &amp; Work</td>
<td>M</td>
<td>6:10 p.m. – 9:00 p.m. (7,8)</td>
<td>CAC – Scott Hall – Room 202</td>
<td>Rogers, Carmen</td>
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<td>37:575:355:01</td>
<td>Current Labor Problems</td>
<td>T</td>
<td>7:40 p.m. – 10:30 p.m. (7,8)</td>
<td>CAC – Scott Hall – Room 202</td>
<td>Merrill, Mike</td>
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<td>37:575:359:01</td>
<td>Organizing for Social Change</td>
<td>W</td>
<td>10:55 a.m. – 1:55 p.m. (2,3)</td>
<td>C/D – Loree Hall – Room 024</td>
<td>Fine, Janice</td>
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<td>Diversity in the Workplace</td>
<td>M</td>
<td>7:15 p.m. – 10:05 p.m. (7,8)</td>
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<td>37:575:365:01</td>
<td>Disability Work &amp; Society</td>
<td>T, Th</td>
<td>4:30 p.m. – 5:50 p.m. (6)</td>
<td>CAC – Scott Hall – Room 104</td>
<td>Schur, Lisa</td>
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<td>37:575:375:01</td>
<td>Benefits and Social Insurance</td>
<td>M</td>
<td>7:20 p.m. – 10:00 p.m.</td>
<td>C/D – Labor Education Center – Room 130/131</td>
<td>Keefe, Jeff</td>
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<td>37:575:377:01</td>
<td>Democratic Capitalism</td>
<td>M</td>
<td>3:55 p.m. – 6:55 p.m. (5,6)</td>
<td>C/D – Ruth Adams Building – Room 208</td>
<td>Mackin, Chris</td>
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<td>37:575:385:01</td>
<td>Finance for Organizational Leadership</td>
<td>M</td>
<td>7:15 p.m. – 10:05 p.m. (7,8)</td>
<td>C/D – Hickman Hall – Room 130</td>
<td>Lawrence, Sheila</td>
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<td>37:575:392:01</td>
<td>Issues in Work: Media Images &amp; Labor</td>
<td>ONE CREDIT</td>
<td>Saturday 1:00 p.m. – 3:55 p.m.</td>
<td>C/D – Labor Education Center – Room 137 (Auditorium)</td>
<td>Bender, Nat</td>
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<td>37:575:393:01</td>
<td>Issues in Work: Interview Skills</td>
<td>ONE CREDIT</td>
<td>M 7:15 p.m. – 10:05 p.m. (7,8)</td>
<td>C/D – Loree Hall – Room 020</td>
<td>Kaplowitz, Jeff</td>
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<td>37:575:393:02</td>
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<td>C/D – Loree Hall – Room 020</td>
<td>Kaplowitz, Jeff</td>
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<tr>
<td>37:575:395:01</td>
<td>Perspectives on Labor Studies</td>
<td>By Special Permission Only email to <a href="mailto:sp@work.rutgers.edu">sp@work.rutgers.edu</a></td>
<td>W 6:10 p.m. – 9:00 p.m. (7,8)</td>
<td>CAC – Murray Hall – Room 211</td>
<td>Schur, Lisa</td>
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<td>37:575:395:03</td>
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<td>By Special Permission Only email to <a href="mailto:sp@work.rutgers.edu">sp@work.rutgers.edu</a></td>
<td>Th 7:40 p.m. – 10:30 p.m. (8,9)</td>
<td>CAC – Scott Hall – Room 121</td>
<td>Poor, Teresa</td>
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<td>Perspectives on Labor Studies</td>
<td>By Arrangement ONLINE</td>
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<td>Voos, Paula &amp; Moccio, Francine</td>
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<td>37:575:401:01</td>
<td>Research Methods in Labor &amp; Employment Relations</td>
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<td>7:20 p.m. – 10:00 p.m.</td>
<td>C/D – Labor Education Center – Room 130/131</td>
<td>Keefe, Jeff</td>
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<td>Workers Movement in New Jersey</td>
<td>Saturday 1:00 p.m. – 3:55 p.m.</td>
<td>C/D – Labor Education Center – Room 130/131</td>
<td>Sidorik, Dan</td>
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<td>37:575:450:01</td>
<td>Senior Seminar</td>
<td>W 6:40 p.m. – 9:30 p.m. (7,8)</td>
<td>LIV – Lucy Stone Hall – Room A 137</td>
<td>Chang, Tracy</td>
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<td>37:575:480:01</td>
<td>Topics in L.S.: Workplace Communication</td>
<td>W 12:35 p.m. – 3:35 p.m. (3,4)</td>
<td>D/C – Thompson Hall – Room 101</td>
<td>McKay, Dianne</td>
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<td>Internship in Labor Education</td>
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<td>D/C – Labor Education Center – Room 130/131</td>
<td>By Arrangement</td>
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<td>37:575:492:01</td>
<td>Topics in L.S.: Leadership</td>
<td>W 9:50 a.m. – 12:50 p.m. (2,3)</td>
<td>D/C – Labor Education Center – Room 130/131</td>
<td>Givan, Rebecca</td>
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Social mobility is stagnating in America and income inequality is at an all time high. The idea of the American Dream is dead. The notion that one can go from “rags to riches” only lives on in the hearts of our parents and grandparents. It is depressing to see the opportunities that were given to the generations before us and not have these bestowed upon us. As the “recovery” of the Great Recession continues, the situation economically grows far worse and America’s middle class is becoming endangered.

My parents have always considered themselves middle-class. My mother came from an upper middle class family with a housewife mother and an engineer father. However, my father was raised quite differently. He came from a family that was considered poor. His parents owned their own businesses and each new business they started eventually failed. There were times he had to wear his mother’s underwear to school because they simply could not afford to purchase him his own. Utilizing government loan programs, my father went to college and eventually got a Master’s degree and exceeded his parents in income and social class.

Now in 2012, my wife and I live paycheck-to-paycheck. As long as we continue to receive our expected pay, we are comfortable. However, even the slightest mishap could be disastrous. My income, when adjusted for inflation, is actually less than that of my parent’s in the 1960s. While I am undoubtedly middle class, I have not surpassed my father’s ascent. In fact, I have not even reached it. As Joseph Stiglitz pointed out, the median wealth is down almost forty percent in three short years. Americans are not exceeding their parents’ class, we are falling beneath them. We have a tighter job market as seen in New Jersey’s 9.99% unemployment rate; we have less wealth and less credit opportunities. The middle class is deteriorating.

This is not a recent trend. As the NY Times pointed out, “from 1990 to 2002, for every extra dollar earned by those in the bottom 90%, each taxpayer at the top brought in an extra $18,000”. The divide between the top tier of income earners and the bottom is growing at an alarming rate. Governor Romney had said just a few weeks ago that he considers the middle class to be those who earn between $200,000 and $250,000 annually. If this is the case, where do I fit in? In fact, where do the majority of us fit in? If these are the views of the man who could be the next President, the situation may get worse.

However, there is a metaphorical light at the end of the tunnel. A large majority of Americans believe in the American dream still. Many believe they have achieved it. In fact, 42% of Americans believe they are middle class. Despite the actual statistics, many still believe that America is a land of opportunity regardless of the fact that Joseph Stiglitz pointed out that America has the most income inequality and least social mobility in the advanced world.