New Negotiations Course Builds Valuable Skills

Is buying a car or a house in your future? Starting a professional job where salary or the precise duties may not be predetermined? Will you be sometimes involved in “budgetary politics” on the job? Involved in collective bargaining? Then you should consider enrolling in Negotiation Concepts and Techniques (37:575: 326) meeting Mondays 12:35-3:35. It is taught by Professor Jeff Keefe in conjunction with practicing attorney and negotiator, Debra Ososky.

Because others do not necessarily share your interests, perspectives, outcomes, and values, negotiation skill is critical both professionally and personally. This course will enable you to become a more effective negotiator.

This course will teach you how to analyze, prepare for, and execute negotiations at a sophisticated level through actions both at and away from the bargaining table. It will give you the opportunity to enhance your strengths as a negotiator and to shore up your weaknesses. It will teach you how to conduct ex-parte negotiations in an ethical manner.

Moving from simple (two-party, one-shot, price deals) to complex (multiple parties and issues, internal divisions, long time-frames, cross-border deals), the course integrates three complementary perspectives: analytic, behavioral, and contextual. While students will analyze a number of traditional case studies, the heart of the course is a series of interactive negotiation exercises. These exercises will give you hands-on negotiating experience. You will learn first by actually negotiating, and then by stepping back to compare your approach and results with others. You will be able to test your analytic ability and tactical skill, and to experiment with new approaches.

The course is a laboratory in which students will be both experimenter and subject. Sometimes the most important learning comes from apparent “failure” and so the course is designed to let students fail in the safe setting of a classroom, and thus help avoid costly “real” mistakes. The course is based on a series of simulated negotiations in a variety of contexts including one-on-one, multi-party, cross-cultural, third-party and team negotiations.

It’s not too late to apply...

If you are graduating this January, it is not too late to apply to begin the Masters of Labor and Employment Relations (MLER) program in the spring semester. The degree can:

- Increase your marketability and qualify you for higher-level positions;
- Enhance your skills so you can apply knowledge to your own workplace, and/or let you specialize professionally in diversity, work-life balance, immigration or other hot topics.

NO GRE REQUIRED FOR RUTGERS GRADUATES!

Speak to our student advisor, Sattik Deb (sdeb@work.rutgers.edu), about your interest in our Master’s program.
Sattik Deb joined the Credi-
it Office staff in August.

Deb can be reached at
(732) 932-0303
or by e-mail at
sdeb@work.rutgers.edu.

Department of Labor Studies and Employment Relations Appoints
New Director of Student Services

Rutgers University alumnus Sattik Deb was appointed Director of Student Services with the Department of Labor Studies and Employment Relations in August. He will be working with the Credit Programs department. Deb has a history at Rutgers, having completed both his undergraduate and graduate work here. He earned his B.A. in Political Science in 2001 and his Ed.M. in College Student Affairs at the Graduate School of Education in 2011. In his new role, Deb will be responsible for graduate student advising, student recruitment, coordinating the internship program, and a number of other initiatives as enrollment in the Labor Studies department continues to expand. Prior to joining the Labor Studies department, Deb worked with the Dean of Students Office on the College Avenue Campus. He also co-instructs Work, and the Society, Quality of Life with Dr. Schurman and serves as a supplemental instructor and tutor with the Department of Academic Support Services for Student Athletes.

Advising and Credit Office Hours

The Labor Studies & Employment Relations Credit Programs Department is open until 7:30 PM Mondays through Thursdays. 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 can advise you on the academic program and on additional opportunities available to our majors including further education, internships, and jobs.

Wanda can help you with special permission numbers, forms , communicating with professors or making appointments for you with Sattik or Amy.

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 any circumstances why you must have this class. The department will take your reasons into consideration and we will do our best to accommodate your request.
- If you do not receive a response within 48 business hours, resend your request and put “Second SP# Request” in the subject line.
The Rutgers Student Labor Association is now called Rutgers USAS and is a chapter of a national organization, United Students Against Sweatshops (USAS). Formed in 1997, USAS is a grassroots organization of youth and students that supports the creation of a powerful and dynamic labor movement that will ensure greater justice for all people. Members of USAS use their unique roles as students, consumers, workers, and members of the campus community to win victories that set precedents in the struggle for self-determination of working people everywhere, particularly campus workers and garment workers who make collegiate-licensed apparel.

Rutgers USAS has been extremely active on a number of fronts in the last several years. USAS waged a successful battle in 2009 to have the University cut its contract with Russell Athletics to provide collegiate-licensed apparel when they were found to have closed down a factory in Honduras in response to union organizing efforts there. The next year, Rutgers USAS fought to have the University cut its contract with Nike, as it had committed similar transgressions in with another manufacturing facility.

Rutgers USAS has campaigned to have Rutgers disaffiliate from the Fair Labor Association (FLA). Although the FLA is supposed to support efforts to promote a living wage and good conditions among garment workers by monitoring the activities of apparel companies in developing countries, its governing board is heavily influenced by the very companies the FLA is supposed to oversee. Rutgers USAS supports stronger regulations and monitoring over apparel companies like Nike and Russell Athletics.

This year, the organization is running a campaign in support of the faculty and staff’s efforts to have their salaries unfrozen, as they have been frozen for three years. Rutgers USAS has joined with unions and other student organizations in this effort. Rutgers USAS has also organized a number of “Worker Appreciation” Days to show support for the campus’ staff and faculty.

If you are interested in joining USAS, please email rucampusjustice@gmail.com.

Workplace Wellness

- 1/3 of workers are not able to maintain a healthy lifestyle by exercising and eating right, with resulting medical and social problems including obesity.

- 1/3 of our life is spent at work (ok, maybe just Mondays through Fridays). But many Americans work more than 40 hours a week and the work hours in the U.S. are now longer than those of its global peers.

So, has work and its environment become a hazard to our physical and psychological well-being? What can be done about it?

This one credit course (37:595:394:01) will examine the state of American workers’ physical and psychological wellness. We will discuss how work environment and organizational culture affect employee wellness. The course will also addresses what employers and employees can do to combat the epidemic of health problems related to over-work and to maintain civilized workplace so that employees can enjoy a better quality of work life and improve their productivity. The course will meet for five weeks beginning March 21.
Welcome new Labor Studies majors!

The following students have declared Labor Studies and Employment Relations as their major since May 2011.

HUSAM AL-TURK
CHRISTINE BARK
STEVEN BEAUHARNAIS
SHARIFAH T BEECHER
SYDNEY BETHEA
BRETT M BONONNO
MALCOLM J BUSH
MARY JO CAFFREY
MELISSA CARDONA
SZEWN CHENG
LAUREN CONOLLY
ARIETA COSOVIC
VINCENT M DELLEFAVE
JOSEPH D DONNELLY
ZACHARY C DONNELLY
MITCHEL J DONOVAN
MATTHEW FOSO-PRIETO
DARRELL T GIVENS
JOSEPH M GRANICK
ROMEL H GUTIERREZ
DURON HARMON
MARK JR HARRISON
PHILIP R HARTMAN
LAURA HENRIQUEZ
BRUCE C HOWARD
KATHERINE R HOWLETT
ZUZANA HREBKOVA
MARIA ILADI
ROBERT M JOSEPH
BRITNEY S KATZ
DAVID E JR KELLY
ALANNA KIRSCHBAUM
MICHAEL P KOLLAR
LILLIAN W KROHN
CARLA A LARA
PAUL LA RUOSSO
PETER A LESCHAK
ANTWAN D LOWERY
ELAINE Y LUI
GINA M MAROTTA
FERNANDO MARTINEZ
DYLAN E MARTIS
JAMIL N MERRELL
JAMAL M MERRELL
WINNIE M MIRRO
ANTHONY E MOLOKwu
ANTHONY NECCI
MONIQUE R OLIVER
MICHELE G OYALES
NEEPA P PATEL
ZOIS POURNARAS
KRISTEN L REID
CHRISTOPHER P REYNOLDS
CHELSEA R ROTA
BRITANNY RYAN
ANTONIO SCHIANO-MORIELLO

The following students have declared Labor and Employment Relations as their major since May 2011.

MELANIE BANKES
ALAN D BEAULIEU
MELANIE BANKES
PEDRO E BERRIOS
MICHAEL W BLATT
JOY S BONET
VINCENT K BREVARD
ALEXIS CARRASQUILLO
PASQUALE CATALANO
ISMARIS CHALLANGER
KEVIN J CHAPMAN
ARMINTA CHAPMAN
BRIAN CHUKUKA
ALEXANDRA L COMO
SILVANA M CRAIG
RYAN P DALTON
RONALD JR DICKSON
LISA DIFRANCESCO
KELLY T DRUM
JILLIAN M EAGEN
KRISTIN M EMERICK
LARRY ESCOBAL
RUTH M ESCOLASTICO
JOSEPHINE FALTO-AWALT
KIMBERLY A FERGUSON
DAVID C FRICKE
NICOLE GAMACHE
MARIA F GARZON
CARL M GITTLERMAN
TYREE GRAHAM
IRIS E GRIOLI
MICHIEL H HAGER
LATISHA S HANNA
CAROL S HARCARIK
LAMARI HENDERSON
PATRICIA A HERSH
WANDA Y HIGHTOWER
ABUKWAR I IBRAHIM
JOSH J ISRAEL
RONALD JOHNSON
BRITTNIQURE JORDAN
IRA K KAFIC
JARED A KIDD
NA EUN KIM
TRISHA L KINDLER
IWONA M KOCAJ
ELIZABETH LAMARTINE
DAWN LAVENDER-CACCIOLA
MICHELLE D LAWRENCE
ANH LE
CHANG HOOON LEE
MICHELLE LEE
BYRON P LEUNG
ANTHONY S MANGINELLI
DAVIDD MARLOW
FLEUR DE-LT MARTINEZ
LAURYN MAUVAS
VIVIANNA A MENDEZ
CHELSEA MEYERS
ANN MARIE MILLER
YVETTE MINEY
FRANCY P MONROY
LAUREN T MORSE
OLEG MORGUNOV
MICHAEL L MOSS
ISY OKOLO
NICOL ONEALLY
TEODORA ONYSCHAK
PARIMAL PANDAYA
KRUPA P PANDYA
SAMUEL PARADA
LISG G PAKER
RUPAL PATEL-PEREZ
GAVEN PÉREZ
BRANDON M PRATT
MARISSA N RANFT
ALEXANDRA M REED
ANA L RIOS
JESSICA N RIVERA
TALIHA ROBINSON
LOUIS ROSENDE
MICHELLE L RUGGIERO
JONATHON T RUIZ
PADRAIG L RYAN
WEON SEOK RYU
ELIZABETH A SACCONE
VICTORIA A SADOWSKI
NEAL J SAKS
NANCY M SANTIAGO
MARIE M SCHWEERS
PATERICK SEWELL
DARIS A SHAMSI
NICOLE SKABLE
JENIENIE STANGO
JOHN D SYKES
JASON TAI
BETSJ Y TAPIA
ANNA TARASOVA
DANERIA Q TAYLOR
MOLLY TAYLOR
MAXIMILIAN M TECH-CZARNY
DEBORAH L TERPE
KIM T THIBULAC
ASHLEY TOLIFERO
LAURA J TOOTH
KENNETH J TURNER
ELIZABETH VAZQUEZ
KAI VUJA
JAYVAH A WALKER
JULI A M WALKER
LISA A WARD
LATOSHIA WELLS
BRENDA VALLEY
ANNETTE YIADOM
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 2012 semester SMLR course Democratic Capitalism (37:575:377) will explore these issues. The course will explore various ways in which 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. He will be joined by Professor Joseph Blasi and Professor Doug Kruse in the teaching of this course, which meets on Monday from 3:55-6:55 p.m. on the Cook-Douglass campus.

WINGS Program Connects with SMLR Students

September 2011 marked the start of the eleventh year of the Women Investing in and Guiding Students (WINGS) Mentoring Program. WINGS is a College-to-Career Mentoring Program, co-sponsored by the Center for Women and Work and the Institute for Women’s Leadership. This year we welcomed PricewaterhouseCoopers as our corporate sponsor, joining our longstanding sponsors Johnson & Johnson, Merck & Co., Inc., and Wells Fargo. Together, these four sponsors provided mentoring relationships for 45 students and 65 mentors through an enjoyable eight-month learning experience, full of personal and professional development.

We are excited to have from Raquel Dubois from Labor Studies and Dana Davis from Human Resource Management participating in the program this year. SMLR students have successfully completed WINGS and found the skills acquired during the program useful in bridging the gap between college and career making the adjustment to the workforce environment after graduation easier. Many of the mentoring relationships continue after the program ends giving students a resource for that crucial time of adjustment. Our mentors are committed to the students and value the relationship.

If you are interested in applying to the 2012 – 2013 WINGS program please contact Connie Ellis, Director of Corporate Programs at ellisc@rci.rutgers.edu. All majors are welcome to apply.
The Labor Studies program gives you a lot of exposure to the real labor relations field that exists…and with that you get to know the practical side of things as well.

- Samridhi Jagga
SMLR Alumnae

LSER Students Placed in Successful Internships

Firuz ABRAMYAN: World Wide Express
Thomas ALTAVILLA: Siemens
Sydney BETHEA: America Works
Beth BRESLAW: SEIU 32BJ
Justin CHACKO: Automatic Data Processing (ADP)
Ngan CHUNG: MTV Network
Erin CONNOLLY: Boruss, Goldin, Foley, Vagnulol, Hyman & Stahl
Arjeta COSOVIC: The New York Times
Jason FOEHSEL: Verizon
Matthew FOJO-PRIETO: Port Authority of NYNJ
Cleveena GILBERT: Colgate-Palmolive
Helen GOOT: Brant Publications, LLC
Michael JANKOWSKI: CoWorx Staffing Services
Raisa KHAWAOJ: Local Tech Consulting
Bonny KOK: Institute of Women’s Leadership
Lillian KROHN: Jersey Cares
Michelle LAWRENCE: Rutgers Creative Services
Renee MANTONE: Infogroup
Colin McEVOY: JDN Partners
Zakir MIRZA: New England Motor Freight
James McCANN: Bloustein Survey Research
Anthony NJOKU: Enterprise Rent-a-Car
Tara O’KEEFE: William P. Simonitis, Esq., LLC
Julie PATEL: Barneys New York
Khushbu PATEL: DBSI Services
Boryana PETROVA: Express Employment Professional
Ashlee REDMOND: Hess Corporation
Maricarmen SANCHEZ: Barneys New York
Kristen SOUSA: Agfa Corporation
Shayna TEITELBAUM: Kuehne+Nagel, Inc.
Eric TIRRELL: Chubb Group of Ins. Co.
Joshua VOGELMAN: Joul Inc., and Genesis Biotech Group
Erica WHEELER: Rutgers T.E.E.M. Gateway

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 6:00-9:25 PM, from 12/28/09 through 1/15/09. We strongly recommend that students not work full-time while taking this class. Remember, Employment Law counts toward either the major or the minor in Human Resource Management, but not both (since there is no “double-counting” between majors and minors). It is a required class in the new BS program in Labor and Employment Relations and an elective in the BA degree in Labor Studies and Employment Relations.

Consider the Five-Year Joint Master’s Degree

Whether you are graduating this January or down the road, it is not too late to apply or consider the five-year joint Bachelor’s and Masters of Labor and Employment Relations (MLER) program. Advantages of our Master’s program:

- NO GRE REQUIRED FOR RUTGERS GRADUATES!
- Have your undergraduate classes count towards your graduate coursework.
- Take graduate-level courses as an undergraduate student.
- 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
- Enhanced your skills so you can apply knowledge to your own workplace
- Customize a graduate program that suits your academic or professional interests.

Speak to our graduate advisor, Sattik Deb about your interest in our Master’s program.

“[The Labor Studies program] gives you a lot of exposure to the real labor relations field that exists…and with that you get to know the practical side of things as well.”

-Samridhi Jagga
SMLR Alumnae
Declare a Labor Studies Major Now...

There is no reason to wait until you are “forced” to declare a major. There are many advantages to declaring Labor Studies and Employment Relations as a major as early as possible. Take advantage of the special services the School of Management and Labor Relations offer majors – advising, information about job opportunities, scholarships, ability to take internships for credit, and be able to take classes open only to majors.

The Carey Library, the Information Place for SMLR Students

Labor Education Center (LEC), Cook Campus, Map of LEC Location: http://tinyurl.com/lecmap1
Carey Library Web Site: http://smlr.rutgers.edu/carey-library
Rutgers University Libraries (RUL) Web Site: http://www.libraries.rutgers.edu/

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

Where Can I Find This Number....?

A good research paper often benefits from statistics. How many Latino workers are there in the U.S.? What are the comparative unemployment rates for NJ counties? You don’t want complicated datasets, you just want a few accurate, up-to-date statistics. Is that possible?

Here are some good starting points for finding statistics quickly. U.S. workforce statistics are collected by the Bureau of Labor Statistics (BLS), the Census Bureau, and state labor departments. Keep in mind that if you are using a search engine, you will have the most success if you use the key words used by BLS. So, Hispanic and Employment will work better than Latino and workers.

N.J. Dept. of Labor and Workforce Development: https://lwd.state.nj.us/labor/lpa/LMI_index.html
If you need New Jersey workplace statistics, this is the place to go.

Fedstats: http://www.fedstats.gov/
A portal to data published by U.S. government agencies.

Economics and Demographics Of Labor Markets http://libguides.rutgers.edu/labormarkets
Online research guide with links to U.S. , foreign, and international labor market data.

Statistics Every Writer Should Know: http://www.robertniles.com/stats/
Written for journalists, also useful for students. Niles provides definitions of basic statistical terms.

CAREY LIBRARY 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
For exam period and intersession hours, check the Hours and Directions page via the RUL web site.

Donna L. Schulman, Library Director dschulman@work.rutgers.edu, 732-932-9608
Eugene McElroy, Library Associate mcelroy@work.rutgers.edu, 732-932-9513
PhD Student and Instructor Mohammad “Abbas” Ali successfully defended his dissertation, and is the newest recipient of the Rutgers Ph.D. in Industrial Relations and Human Resources. He started a tenure-track position this fall as an assistant professor at New York Institute of Technology.

Professor Joseph Blasi hosted a successful conference that brought together leaders from academia, think tanks, unions, companies, and journalism to discuss new strategies for reducing income inequality, broadening employee ownership, and creating high quality jobs in the U.S. Special thanks to Chris Mackin, the Ray Carey Fellow in Democratic Capitalism, who organized the program and who is teaching for SMLR in Spring 2012 and Joe McCartin for hosting the event in Georgetown's historic Riggs Library.

On August 20–21, Tracy Chang attended the International Symposium on Chinese Labor Relations: Trends, Prospects, and Limitations held at Beijing Normal University. Chang gave the event’s opening and closing remarks on behalf of Rutgers SMLR, a sponsor of the symposium. The Symposium was attended by scholars from the U.S., Europe, and Australia and from different universities in China, who discussed different issues and perspectives surrounding in Chinese labor relations.

Dorothy Sue Cobble’s most recent publication is about the half-century intellectual revolution that made the Wagner Act possible. It can be accessed on her website http://smlr.rutgers.edu/cobble. A forthcoming essay on class condescension and the rise of a new Social Darwinism will appear in Dissent magazine’s special issue on American workers. This fall she is writing a paper on global labor movements and working women to help inform the international work of the Solidarity Center, AFL-CIO. Her spring course on Women and Labor Movements in the US and Globally will draw on this paper and on her ongoing research on the history of working women’s internationalism. She continues as an editor of International Labor and Working-Class History (ILWCH), the global journal published by Cambridge University Press and housed at the Labor Education Center. Check out the most recent issue and the history of working women’s internationalism. She continues as an editor of International Labor and Working-Class History (ILWCH), the global journal published by Cambridge University Press and housed at the Labor Education Center. Check out the most recent issue and the history of working women’s internationalism.


Professor Doug Kruse is organizing the 2012 Conference of the International Association for the Economics of Participation (IAEP), which will be held July 12-14. The conference is held every two years. For more information visit http://smlr.rutgers.edu/2012-iaep. Professor Kruse was also the lead speaker at a London School of Economics conference on “The Economics of Share Ownership and Incentive Pay: Findings and Policy Implications” on May 26. He presented research done jointly with Joseph Blasi and Richard Freeman on the effects of employee ownership and profit-sharing among applicants to the “100 Best Companies to Work for in America” list published each year by Fortune Magazine.

Professor Mark Magyar was honored as the Labor Educator of the Year at the Union Leadership Academy Graduation in May. Professor Magyar is currently working on a video about New Jersey labor history as well as teaching Introduction to Labor Studies.

On October 12, 2011, the United States Supreme Court heard arguments in the case Florence v. Board of Chosen Freeholders of the County of Burlington, et. al. This case concerned strip searches and will have a lasting impression on Fourth Amendment jurisprudence. Part-time lecturer Brian J. Manetta co-authored an Amicus Curiae brief with James M. M. Mets in support of several Policemen’s Benevolent Associations for the Court’s review in this matter. The Court’s decision will likely be released in June 2012.

In July Dianne McKay was elected to the Executive Board of the National Association of Commissions for Women (NACW) for a two year term as secretary. NACW is the national advocate for government commissions for women.

Heather McKay, from SMLR’s Center for Women and Work, discusses why it’s important to provide training for women that fit into their schedules and how this can help support their families. Watch the video from Rutgers Today: http://smlr.smugmug.com/Other/Videos/14281892_sVtcX6#1533485027_KLnl9c-A-LB

Sean Rogers and Kaifeng Jiang were awarded $4000 research grants from the North Carolina State University Institute for Nonprofits to study volunteer human resource management. Their study will utilize survey data collected by the American Society of Association Executives, which includes information on 14,832 volunteers in 23 organizations.

SMLR Librarian Donna Schulman has been elected to be the Social Sciences representative to the RUL Committee on Scholarly Communication for a 2-year term by the RU Libraries Faculty Committee. This committee is responsible for developing policies, services, and advocacy efforts that facilitate scholarly communication and support the scholarly research process.

Professors Lisa Schur and Doug Kruse were invited to testify before the Election Assistance Commission’s Board of Advisors in Washington, D.C. on June 7 regarding disability and voter turnout in the 2010 elections. They received lots of interest from the members particularly in the new national survey they are funded to do in 2012.
<table>
<thead>
<tr>
<th>ID</th>
<th>Course</th>
<th>Days</th>
<th>Hours</th>
<th>Location</th>
<th>Instructor</th>
</tr>
</thead>
<tbody>
<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>College Avenue Campus</td>
<td>Magyar, Mark</td>
</tr>
<tr>
<td>37:575:201:02</td>
<td>Development of the Labor Movement II</td>
<td>M 6:10 P.M. – 9:00 P.M.</td>
<td>(7,8)</td>
<td>Labor Education Center – Room 137 (Auditorium)</td>
<td>McManus, Sheena</td>
</tr>
<tr>
<td>37:575:202:01</td>
<td>Workplace Violence</td>
<td>Th 6:10 P.M. – 8:40 P.M.</td>
<td>(5,6)</td>
<td>Labor Education Center – Room 137 (Auditorium)</td>
<td>McManus, Sheena</td>
</tr>
<tr>
<td>37:575:250:01</td>
<td>Avoiding Sexual Harassment</td>
<td>M 7:15 P.M. – 10:00 P.M.</td>
<td>(7,8)</td>
<td>Scott Hall – Room 119</td>
<td>McManus, Sheena</td>
</tr>
<tr>
<td>37:575:250:02</td>
<td>Avoiding Sexual Harassment</td>
<td>Th 6:10 P.M. – 8:40 P.M.</td>
<td>(5,6)</td>
<td>Scott Hall – Room 119</td>
<td>McManus, Sheena</td>
</tr>
<tr>
<td>37:575:294:01</td>
<td>Avoiding Sexual Harassment</td>
<td>M 7:15 P.M. – 10:00 P.M.</td>
<td>(7,8)</td>
<td>Scott Hall – Room 119</td>
<td>McManus, Sheena</td>
</tr>
<tr>
<td>37:575:295:02</td>
<td>Avoiding Sexual Harassment</td>
<td>M 7:15 P.M. – 10:00 P.M.</td>
<td>(7,8)</td>
<td>Scott Hall – Room 119</td>
<td>McManus, Sheena</td>
</tr>
<tr>
<td>37:575:300:91</td>
<td>Writing in Employment Relations</td>
<td>M, W 6:30 P.M. – 8:30 P.M.</td>
<td>(5,6)</td>
<td>College Avenue Campus</td>
<td>Abbas, Faiza</td>
</tr>
<tr>
<td>37:575:300:92</td>
<td>Writing in Employment Relations</td>
<td>Th 6:10 P.M. – 8:40 P.M.</td>
<td>(5,6)</td>
<td>College Avenue Campus</td>
<td>Abbas, Faiza</td>
</tr>
<tr>
<td>37:575:301:01</td>
<td>Comparative Labor Movements</td>
<td>T, Th 4:30 P.M. – 5:50 P.M.</td>
<td>(6)</td>
<td>College Avenue Campus</td>
<td>Abbas, Faiza</td>
</tr>
<tr>
<td>37:575:307:90</td>
<td>Latin in the Workplace</td>
<td>M, W 6:30 P.M. – 8:30 P.M.</td>
<td>(5,6)</td>
<td>College Avenue Campus</td>
<td>Abbas, Faiza</td>
</tr>
<tr>
<td>Course Title</td>
<td>Days</td>
<td>Times</td>
<td>Location</td>
<td>Instructor(s)</td>
<td>Notes</td>
</tr>
<tr>
<td>----------------------------------------------------------------------------</td>
<td>------------</td>
<td>----------------</td>
<td>-----------------------------------</td>
<td>-------------------------------</td>
<td>------------------------------</td>
</tr>
<tr>
<td>Dynamics of Work and Work Organization</td>
<td>T, W</td>
<td>9:15 a.m. – 11:40 a.m.</td>
<td>Meyers, Joan</td>
<td>Cook/Douglass Campus</td>
<td></td>
</tr>
<tr>
<td>Working Women in American Society</td>
<td>T, W</td>
<td>2:15 p.m. – 4:30 p.m.</td>
<td>Meyers, Joan</td>
<td>Cook/Douglass Campus</td>
<td></td>
</tr>
<tr>
<td>Conflict and Conflict Resolution in the Workplace</td>
<td>Th</td>
<td>2:50 p.m. – 5:50 p.m.</td>
<td>Misra, Kaumudi</td>
<td>College Avenue Campus</td>
<td></td>
</tr>
<tr>
<td>Collective Bargaining</td>
<td>W</td>
<td>10:35 a.m. – 12:35 p.m.</td>
<td>Keefe, Jeff, Oskoby, Debra</td>
<td>Cook/Douglass Campus</td>
<td></td>
</tr>
<tr>
<td>Employment Law</td>
<td>M</td>
<td>3:55 p.m. – 5:55 p.m.</td>
<td>Kelly, James</td>
<td>Cook/Douglass Campus</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety and Health</td>
<td>M, T</td>
<td>3:55 p.m. – 5:55 p.m.</td>
<td>Conway, Ashley</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Organizational Behavior &amp; Work</td>
<td>T, W</td>
<td>2:15 p.m. – 4:30 p.m.</td>
<td>Goble, Sue</td>
<td>Cook/Douglass Campus</td>
<td></td>
</tr>
<tr>
<td>American Labor Law</td>
<td>T, W</td>
<td>7:15 p.m. – 9:35 p.m.</td>
<td>Conolly, Konrad</td>
<td>M, W</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety &amp; Health</td>
<td>T, W</td>
<td>7:15 p.m. – 9:35 p.m.</td>
<td>Conolly, Konrad</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety &amp; Health</td>
<td>T, W</td>
<td>7:15 p.m. – 9:35 p.m.</td>
<td>Nishanian, Abhi</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety &amp; Health</td>
<td>T, W</td>
<td>7:15 p.m. – 9:35 p.m.</td>
<td>Nishanian, Abhi</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety &amp; Health</td>
<td>T, W</td>
<td>7:15 p.m. – 9:35 p.m.</td>
<td>Nishanian, Abhi</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety &amp; Health</td>
<td>T, W</td>
<td>7:15 p.m. – 9:35 p.m.</td>
<td>Nishanian, Abhi</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety &amp; Health</td>
<td>T, W</td>
<td>7:15 p.m. – 9:35 p.m.</td>
<td>Nishanian, Abhi</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety &amp; Health</td>
<td>T, W</td>
<td>7:15 p.m. – 9:35 p.m.</td>
<td>Nishanian, Abhi</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety &amp; Health</td>
<td>T, W</td>
<td>7:15 p.m. – 9:35 p.m.</td>
<td>Nishanian, Abhi</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety &amp; Health</td>
<td>T, W</td>
<td>7:15 p.m. – 9:35 p.m.</td>
<td>Nishanian, Abhi</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety &amp; Health</td>
<td>T, W</td>
<td>7:15 p.m. – 9:35 p.m.</td>
<td>Nishanian, Abhi</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety &amp; Health</td>
<td>T, W</td>
<td>7:15 p.m. – 9:35 p.m.</td>
<td>Nishanian, Abhi</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety &amp; Health</td>
<td>T, W</td>
<td>7:15 p.m. – 9:35 p.m.</td>
<td>Nishanian, Abhi</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety &amp; Health</td>
<td>T, W</td>
<td>7:15 p.m. – 9:35 p.m.</td>
<td>Nishanian, Abhi</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety &amp; Health</td>
<td>T, W</td>
<td>7:15 p.m. – 9:35 p.m.</td>
<td>Nishanian, Abhi</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety &amp; Health</td>
<td>T, W</td>
<td>7:15 p.m. – 9:35 p.m.</td>
<td>Nishanian, Abhi</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety &amp; Health</td>
<td>T, W</td>
<td>7:15 p.m. – 9:35 p.m.</td>
<td>Nishanian, Abhi</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety &amp; Health</td>
<td>T, W</td>
<td>7:15 p.m. – 9:35 p.m.</td>
<td>Nishanian, Abhi</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety &amp; Health</td>
<td>T, W</td>
<td>7:15 p.m. – 9:35 p.m.</td>
<td>Nishanian, Abhi</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Course Title</td>
<td>Start Time</td>
<td>End Time</td>
<td>Location</td>
<td>Instructor(s)</td>
<td></td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>-------------</td>
<td>-----------</td>
<td>------------------</td>
<td>--------------------------------------</td>
<td></td>
</tr>
<tr>
<td>Organizational Behavior &amp; Work</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diversity in the Workplace</td>
<td>M 7:10 p.m.</td>
<td></td>
<td></td>
<td>Lowery, Darcel</td>
<td></td>
</tr>
<tr>
<td>Benefits and Social Insurance</td>
<td></td>
<td></td>
<td></td>
<td>Cook/Douglass Campus, Krell, Jeff</td>
<td></td>
</tr>
<tr>
<td>Finance for Organizational Leadership</td>
<td>M 7:15 p.m.</td>
<td></td>
<td></td>
<td>Lawrence, Sheila</td>
<td></td>
</tr>
<tr>
<td>Issues in Work: Religion in the Workplace</td>
<td>W 9:30 a.m.</td>
<td>10:00 a.m.</td>
<td></td>
<td>Krell, Jeff</td>
<td></td>
</tr>
<tr>
<td>Issues in Work: Workplace Wellness</td>
<td>W 2:00 p.m.</td>
<td>3:00 p.m.</td>
<td></td>
<td>Lowery, Darcel</td>
<td></td>
</tr>
<tr>
<td>Issues in Work: Interview Skills</td>
<td></td>
<td></td>
<td></td>
<td>Cook/Douglass Campus, Kruse, Doug</td>
<td></td>
</tr>
<tr>
<td>Quantitative and Qualitative</td>
<td></td>
<td></td>
<td></td>
<td>Blakney, Krista, Lowery, Darcel</td>
<td></td>
</tr>
<tr>
<td>Honors Labor Studies</td>
<td></td>
<td></td>
<td></td>
<td>Krell, Jeff</td>
<td></td>
</tr>
<tr>
<td>Independent Study in Labor Studies</td>
<td></td>
<td></td>
<td></td>
<td>By Arrangement</td>
<td></td>
</tr>
<tr>
<td>Internship in Labor Studies</td>
<td></td>
<td></td>
<td></td>
<td>By Arrangement</td>
<td></td>
</tr>
<tr>
<td>Honors Labor Studies</td>
<td></td>
<td></td>
<td></td>
<td>By Arrangement</td>
<td></td>
</tr>
<tr>
<td>Perspectives on Labor Studies</td>
<td></td>
<td></td>
<td></td>
<td>By Arrangement</td>
<td></td>
</tr>
<tr>
<td>Perspectives on Labor Studies</td>
<td></td>
<td></td>
<td></td>
<td>By Arrangement</td>
<td></td>
</tr>
<tr>
<td>Perspectives on Labor Studies</td>
<td></td>
<td></td>
<td></td>
<td>By Arrangement</td>
<td></td>
</tr>
<tr>
<td>Perspectives on Labor Studies</td>
<td></td>
<td></td>
<td></td>
<td>By Arrangement</td>
<td></td>
</tr>
</tbody>
</table>
In August 2011, Professor Sue Schurman was appointed as SMLR’s Acting Dean. Schurman, who will also retain her position as Dean of University College Communities, has a lengthy history with the University. She taught at Rutgers as an associate professor from 1992-1997 before becoming the founding president of the National Labor College, one of the few institutions of higher education in the world founded and sponsored by a labor movement (the A.F.L.-C.I.O.). Schurman spent 10 years at the NLC before returning to SMLR in September 2007 as an SMLR faculty member, with additional appointments as director of lifelong learning for the Division of Continuous Education and acting dean of the University College Community. As SMLR’s Acting Dean, she will maintain the school’s excellence as a leading source of expertise on the world of work, offering first-rate teaching and scholarly excellence. She will also give special attention to the adult non-traditional student and, in her work with the Division of Continuous Education, to the ways in which Rutgers may better serve students whose schedules allow them little time to come to campus. You can read the Letter from the Acting Dean at http://smlr.rutgers.edu/about-smlr/acting-dean-sue-schurman

Dave Lepak was appointed as SMLR’s associate dean in August 2011. Lepak previously held the position as chair of SMLR’s human resources department. His studies focus on the strategic management of human capital as well as managing contingent labor for competitive advantage. He has published numerous articles on these topics. He is associate editor of Academy of Management Review and currently serves on the editorial boards of several publications. As associate dean, Lepak will work closely with Dean Schurman to ensure that SMLR’s strong curriculum and faculty’s excellence is maintained.

Work is the central reality of most people’s lives. The Labor Studies and Employment Relations (LSER) Department creates and disseminates knowledge about issues related to work, workers, and the employment relationship.

The LSER Department offers a number of undergraduate programs that explore the nature of work and the workplace. These include the Bachelor of Arts in Labor Studies and Employment Relations, the Bachelor of Science in Labor and Employment Relations, the Five-Year Bachelor/Master, and six different minor options including the Labor Studies and Employment Relations Minor, Law and the Workplace option, the Diversity in the Workplace option, the Work Organization and Management option, the Labor Unions and Social Movements option, and the Work, Globalization, and Migration option.

The Labor and Employment Relations (LER) Department offers a Master of Labor and Employment Relations degree that can be pursued on either a full-time or part-time basis.