

to be approved by all

Sto. curriculum 11/1/82

** (D)*

Faculty Senate Curriculum Committee

Approval Form

Proposal Title: Concentration in Labor Studies

Sponsor(s): David Applebaum, Chair Dept.: History
Susan Gotsch-Thomson, Associate Chair Sociology
Labor Studies Committee

Check one: Course Specialization Concentration Achievement Certificate
 Certification Program Major Program Minor Change
(please name: deletion or credit/title/catalog change)

Undergraduate Graduate Credit Hours

Step 1 (Department)
 Approved N/A
Date
 Not Approved
[Signature]
Dept. CC Chairperson
 Reviewed
Date
[Signature]
Chairperson, Dept.

Step 2 (Receipt)
SCC# 24-05-13
Proposal Received 9/20/82
Date
[Signature]
Chairperson, SCC

Step 3 (School CC)
Reviewed *[Signature]*
Date
 Approved
 Not Approved
Comments:
[Signature]
Chairperson, School Curr. Comm.

Step 4 (Academic Dean) **Comments:**
Reviewed *[Signature]*
Date
[Signature]
Signature, Dean of School

Step 5 (SCC)
Open Hearing 1/2/83 Approved by Senate Curriculum Committee 1/2/83
Date Date
 Returned to sponsor(s) for the following reasons:
[Signature]

Step 6 (Faculty Senate)
Presented to Faculty Senate: 1/2/83 Approved Not Approved
Date
Notification to Vice-President Academic Affairs 1/2/83
Date *[Signature]*
Signature, SCC Chairperson

Step 7 (Vice-President for Academic Affairs)

Received 5/30/25
Date

Approved Yes No

If no, reasons are as follows:

Student credit hours NA

Faculty load hours NA

Equalized credit hours NA

Official copy and approval sheet filed 5/30/25
Date

Signature

[Signature]
Vice-President for Academic Affairs

Registrar

Approved course description received _____
Date

Hegis Taxonomy and Course Number assigned _____

Signature _____
Registrar

Date

Notification forwarded: Senate Curriculum Committee Chairperson, Department Chairperson(s),
Academic Dean(s), Registrar, Sponsor(s).

CONCENTRATION PROPOSAL

1. DETAILS

a. TITLE: Concentration in Labor Studies

b. SPONSORS: The Labor Studies Committee, an interschool as well as interdisciplinary group. The committee guides the policies and programs in labor studies. Day to day administrative responsibilities will be handled by a coordinator of labor studies. In addition, students enrolled in the concentration will be brought on to the committee as a part of the desired learning process.

Current members of the committee are as follows: David R. Applebaum, Chair; Susan Gotsch-Thomson, Associate Chair; Leo Beebe, Maxine Colm, Lee Dinsmore, Razelle Frankl, and Thomas Hamer.

c. SCOPE OF THE PROGRAM: A total of twenty-one (21) credits, or seven courses, are required for the Labor Studies Concentration. There are five (5) required courses and two (2) elective courses. Of the required credits, three (3) credits are at the lower level and twelve (12) at the upper-level of undergraduate study. Of the six (6) elective credits, at least three must be at the upper level of undergraduate study.

Two (2) schools have courses required for completion of the concentration: Business and Liberal Arts and Sciences. Four (4) academic fields are included in the core courses for the concentration: one (1) humanities (history); two (2) social sciences (economics, sociology); and one (1) business (human resources management). Three (3) other academic fields are included in the recommended General Education courses and the elective courses: psychology, philosophy, and public administration.

d. RELATIONSHIP TO THE CURRICULUM:

--General Education: Five general education courses have been selected as recommended courses for the labor studies concentration. Many represent prerequisites for the core or elective courses. They are as follows: 1) Macroeconomics; 2) General Psychology; 3) Microeconomics; 4) Introduction to Sociology; and 5) Introduction to Ethics.

--Core Courses: Five courses must be taken. One (1) course is from the School of Business, three (3) courses are from the School of Liberal Arts and Sciences, and one (1) course is a new course that will culminate the concentration.

The core courses are as follows: Modern Labor and Social History II, Sociology of Work (a title change from Industrial Sociology

sent as a separate request to the Curriculum Committee), Labor Economics, Labor Relations and Collective Bargaining, and Seminar in Labor Studies (a new course--proposal included with proposal for Labor Studies concentration). Upon completion of the first twelve (12) credits in the core curriculum, a student can enroll in the Seminar in Labor Studies.

--Electives: Fourteen courses have been identified as being related to labor studies and offering complementary learning. Students are to select two courses from this bank. Other appropriate elective may be considered for inclusion in an individual student's program, upon advisement by the Labor Studies Committee. The elective courses are as follows: Social Psychology, Modern Labor and Social History I, Organizational Behavior, Human Resources Management, Legal Aspects of the Personnel Function, Industrial Psychology, Manpower Economics, U. S. Labor History, Social Stratification, Group Dynamics, Sociology of Complex Organizations, Psychology of Conflicts and Conflict Resolution, Community Psychology, and Public Personnel Administration.

e. ELIGIBILITY/CONSTITUENCY: All students in all schools of the college are eligible to enroll in the concentration. The curriculum was designed to facilitate enrollment from the Schools of Business and Liberal Arts and Sciences. Interest in the concentration is likely to include, but not be limited to: Economics, History, Human Resources Management, Political Science, Psychology, and Sociology.

f. TIME SCALE AND IMPLEMENTATION: The target date for full implementation of the core is the Spring of 1988. At that time, the final course in the sequence, Seminar in Research Methods in Labor Studies, will be in place. During the period from the Fall of 1985 through the Spring of 1988, the curriculum will be phased in so that it is offered on a regular basis. At the final phase of implementation, a target population of twelve (12) to twenty-four (24) seniors will be selected and enrolled in the seminar. The time frame allows for adjustments in the event that the program experiences unusual enrollment patterns.

2. RATIONALE

a. RELATIONSHIP TO GOALS OF THE COLLEGE: The subject matter and skills required in the labor studies concentration are: 1) a substantial contribution to individual intellectual development, important for its own sake; 2) in compliance with the college goal of allowing students to develop individual and personal potential; 3) supportive of our aim to encourage and develop research skills; and 4) provide public service by covering subject matter which is associated with and, in some perspectives, inseparable from the understanding of social responsibility.

b. RELATIONSHIP TO GOALS OF SPONSORING SCHOOLS AND DEPARTMENTS:

1. School of Business: The Labor Studies Concentration will complement the Human Resources Management track in the School of Business. An individual who follows the sequence of both programs will be able to develop as a specialist in industrial relations. This will make it possible to expand the perspective horizons and opportunities for majors in the School of Business.

2. School of Liberal Arts and Sciences: The humanities and social science programs will find that the labor studies concentration offers parallel incremental sequences of learning which complement majors in the traditional academic disciplines. The concentration provides an interdisciplinary model which will enable the student to fulfill traditional programs of study within one field with non-traditional interdisciplinary and inter-school sequences of study. The cross-fertilization will be of benefit to the health of the specific programs as well as to the vibrancy of the labor studies concentration.

3. ESSENCE OF THE CONCENTRATION

a. MAJOR GOALS OF THE PROGRAM: The prime goal of the program is to provide education in labor studies which examines the labor experiences of both the United States and other countries. The core courses were selected to provide students with knowledge and understanding of: labor history; the relationship between labor and management; the impact of the labor movement on the American economy; and the relationships between work organization, work roles, and society. The education in labor studies will include crosscultural perspectives, as well as examining the American case in detail.

The labor studies program is also designed to integrate the knowledge from general education with the goals listed above. In addition, the two elective courses in the concentration can be used to provide an additional bridge between labor studies and the student's major.

In sum, the major goals of the program are modeled after the labor studies programs at Rutgers University and University of Wisconsin-Madison. Their statements of goals follow:

"The labor studies program will address itself to an examination of work, workers, the organizations workers create to defend their interests, and nonwork phenomena that affect and are affected by workers."

(Adapted and modified from Rutgers University Labor Studies description)

"From a central focus on the worker in an employment relationship, the program is seen as encompassing ever widening circles of industrial and community influences. A full appreciation of on-the-job problems will be aimed at. Such an

understanding requires study of individual attitudes and motivations, informal groups, unions, management, organization theory, the labor market and legal-political institutions in historical perspective."

(Adapted and modified from University of Wisconsin-Madison brochure)

b. SPECIFIC OBJECTIVES OF THE PROGRAM:

The specific objectives of the labor studies concentration parallel the specific objectives of the five (5) required courses. They include:

--the ability to analyze what determines wages and changes in wages, in the economy as a whole and in particular sectors, enterprises, and occupations

--the ability to explore what determines the allocation of employment and job skills

--the ability to explore what determines the existence of unemployment

--the ability to evaluate the ways in which labor management disputes are resolved

--to gain an understanding of the variety and quality of day to day life in the modern world of work

--to analyze the diverse socio-economic groups in modern societies as they have evolved and developed during the last century

--to develop a factual basis for the growth and development of analytical skills in both the study of history and the assessment of current options for human change, growth, and development

--to understand the legal aspects of labor relations and employment

--to understand the administration process of the labor agreement

--to understand grievance and arbitration procedures, contract negotiations, and wage issues

--to understand how the organization of work impacts on the individual's work experiences

--to understand, compare, and analyze the various theories concerning work organization, and the relationship between work

and society

--to understand how role expectations for work roles vary by work settings and organizations, and by social groups

--to analyze various methods for the organization of work, including quality circles, worker participation, worker control, as well as traditional methods of work organization

--to understand the interdependence of work with other institutions in society, such as the family

--to learn and apply the methods for studying a work organization in a field setting

--to examine and analyze the literature in depth on a labor studies topic

Since students will also select two elective courses as part of their labor studies program, the concentration will complement their studies as majors in either the School of Business or the School of Liberal Arts and Sciences. The interschool and interdisciplinary nature of the coursework is designed to achieve the following specific objectives:

--gain an understanding of the relationships between, and yet differing interests of, labor and management

--develop an understanding of research skills that are applicable to several disciplines

--gain an understanding of the similarities and differences in the approaches to labor studies used by the various disciplines

c. STRUCTURE OF COURSES FOR CONCENTRATION IN LABOR STUDIES
(Appendix A contains the catalog descriptions of each course)

SUGGESTED GENERAL EDUCATION COURSES

2204.101	Macroeconomics
2201.101	General Psychology
2204.102	Microeconomics
2208.120	Introduction to Sociology
1509.250	Introduction to Ethics

CORE COURSES (15 hours): NOTE THAT MOST HAVE PREREQUISITES

2205.210	Modern Labor and Social History II
2208.333	Sociology of Work
	Prerequisite: Introduction to Sociology (2208.120)

- 2204.345 Labor Economics
Prerequisite: Macroeconomics (2204.101) and
Microeconomics (2204.102)
- 0516.401 Labor Relations and Collective Bargaining
Prerequisite: Introduction to Management
(0506.101) and Human Resources Management
(0506.302)
- Research Methods in Labor Studies (new course)
Prerequisite: Completion of 12 hours of above
core courses in Labor Studies)

ELECTIVES (6 hours): Students select two courses from the following:

- 2005.206 Social Psychology
Prerequisite: General Psychology (2001.101)
- 2205.209 Modern Labor and Social History I
- 0506.300 Organizational Behavior
Prerequisite: Junior level standing
- 0506.302 Human Resources Management
Prerequisite: Introduction to Management
(0506.101) or Principles of Management
(0506.312)
- 2208.310 Industrial Psychology
Prerequisite: General Psychology (2001.101)
- 2205.325 U. S. Labor History
- 2208.330 Social Stratification
Prerequisite: Introduction to Sociology
(2208.120)
- 2208.334 Group Dynamics
Prerequisite: Introduction to Sociology
(2208.120)
- 1498.335 Legal Aspects of the Personnel Function
Prerequisite: Human Resources Management
(0506.302)
- 2204.346 Manpower Economics
Prerequisite: Macroeconomics (2204.101) and
Microeconomics (2204.102)
- 2005.402 Psychology of Conflicts and Conflict Resolution
Prerequisite: General Psychology (2001.101) and
Social Psychology (2005.206)
- 2005.410 Community Psychology
Prerequisite: General Psychology (2001.101) and
Social Psychology (2005.206), or Abnormal
Psychology (2003.304); or permission of the
instructor
- 2102.411 Public Personnel Administration
Prerequisite: Permission of instructor
- 2208.433 Sociology of Complex Organizations
Prerequisite: Introduction to Sociology
(2208.120)

d. ADMINISTRATION

Labor Studies Committee: Departments currently represented on the Labor Studies Committee, as well as each school currently represented on the Labor Studies Committee, shall retain membership on the committee. Student members of the committee will be selected from the population of declared participants in the concentration. The students will have the responsibility to initiate proposals regarding programs and policies; i.e. additions and deletions of curriculum. The faculty and administration shall have the voting rights on all proposals emanating from the student members of the committee. They will also be responsible for the selection of a Co-ordinator of Labor Studies, who shall be a faculty member on the Labor Studies Committee. The Coordinator of Labor Studies shall be selected every two years, preferably alternating between Business and Liberal Arts and Sciences.

Coordinator of Labor Studies: The Coordinator of Labor Studies will be responsible for the administration of the academic program as well as coordination of ancillary programs and services associated with the Labor Studies Concentration. Specifically this will include:

- chair the Labor Studies Committee
- handle advisement process
- coordinate the teaching of the capstone course "Seminar in Research Methods in Labor Studies"
- serve as liason with department offering courses in the Labor Studies Concentration regarding the scheduling of courses
- aid in providing information to the college community concerning the Labor Studies Concentration

Administrative Housing: The housing of the concentration will be in the Department and School of the Labor Studies Coordinator.

Advisement: Advisement of students with a Labor Studies Concentration will be handled by members of the Labor Studies Committee. This will supplement advisement done in the student's major department.

4. RESULTS OF CONSULTATIONS:

The following is the list of names of individuals who were contacted, by phone or in writing, as the program was planned.

OFF-CAMPUS:

David Montgomery
History Department
Yale University
P.O. Box 1504A Yale Station
New Haven, CT 06520

George Norcross
Camden Central Labor Union
211 South Sixth St.
Camden, NJ 08103

Walter Licht
University of Pennsylvania
History Department
207 College Hall/CO
Philadelphia, PA 19104

Harold Stack
Wayne State University
Detroit, MI 48202

Alan Dawley
History Department
Trenton State College
Trenton, NJ 08625

Simeon Larson
Department of Labor Studies
Rutgers University
Ryder Lane
New Brunswick, NJ 08903

Sean Wilentz
Department of History
Princeton University
Princeton, NJ 08103

John R. Mackenzie
Director of Labor Studies
University of the District of
Columbia
724 Ninth St.
Washington, D.C. 20001

W. Lee Hansen
Industrial Relations Research
Institute
University of Wisconsin-Madison
Madison, WI

ON-CAMPUS: (Letters supporting concentration attached or forthcoming)

Habib Jam*
Chair
Department of Economics

Leo Beebe
Dean
School of Business

James Grace
Chair
Department of Philosophy
and Religion

Lee Dinsmore*
Dean
School of Liberal Arts and Sciences

Ted Tannenbaum*
Chair
Department of Sociology

Richard Porterfield*
Chair
Department of History

*Letters will be sent under separate cover.

RECOMMENDED GENERAL EDUCATION COURSES

2204.101

An Introduction to Economics—A Macroeconomic Perspective

Analyzes the overall level of economic activity in the United States. Examines its major determinants, public stabilization policies, economic growth and international trade.

2204.102

An Introduction to Economics—A Microeconomic Perspective

Analyzes resource allocation among alternative uses. Studies consumer demand, product and factor price determination, general equilibrium and optimal income distribution.

2001.101

General Psychology

Psychology is the scientific study of behavior. Topics covered include perception, learning, thinking, motivation, emotion, personality, physiological processes, developmental and social psychology. This course is a prerequisite for all but the 100 level psychology courses.

2288.120

Introduction to Sociology

The course analyzes the characteristics of social organization and focuses on the study of social relationships and interaction. It examines the social basis of behavior patterns, the nature of social problems and the possibilities for social change. (Required for Sociology majors)

1509.250

Introduction to Ethics

Major emphasis in this course will be given to such topics as the nature of the moral problem, the status of normative statements and the adequacy of selected moral theories.

CORE COURSES

2205.210

Modern Labor and Social History II

This course focuses upon the day-to-day lives of working people in industrial societies. The emphasis is upon the problems which accompanied the transition from traditional to industrial modes of production. Special attention is given to demography, patterns of protest and modifications in the interplay between the state and society as it alters life options and experiences. Cross-cultural comparative analysis is used to illuminate similarities and differences in the social and labor history of industrialized and industrializing societies.

2208.333

Sociology of Work

(Prerequisite: 2208.120)

Sociological propositions of bureaucracy, professionalization, delegation, goal distortions and informal organization are used to evaluate various management philosophies critically. Interdependence of structure, status, leadership and motivation is examined.

2204.345

Labor Economics

(Prerequisite: 2204.101 and 2204.102 or instructor's permission)

Studies the development of the American trade union movement and its impact on wage levels and income distribution. The impact of trade unions on individual employers in the private and public sectors is examined with the help of simulation of contract negotiation.

0516.401

Labor Relations and Collective Bargaining*

(Prerequisite: 0506.302, either 2204.345 or 2205.325)

This is an advanced study of union-management relations. Areas covered include labor history, legal aspects of labor relations and employment, union behavior, administration of the labor agreement, grievance and arbitration procedures, contract negotiations, wage issues.

Seminar in Labor Studies (Prerequisite: twelve (12) hours of above core courses in Labor Studies Concentration)

The course is designed as a capstone course for students taking the labor studies concentration. It will synthesize materials from four separate academic fields: business, economics, history, sociology. Students will complete a research project which examines a topic in labor studies. This project will have two objectives: teaching research methods, and substantive learning in the area of labor studies.

Modern Labor and Social History I

This course focuses upon change and continuity in the day to day lives of working people in pre-industrial communities and societies. The emphasis is upon understanding the dynamics of traditional socioeconomic modes of production. Qualitative and quantitative methods for studying the history of the inarticulate are stressed. Cross-cultural analysis is developed in order to identify the preconditions and problems which accompanied the transition from traditional to capitalistic societies.

2205.325

U.S. Labor History

Examines the changing nature of the work and working conditions and the workers' efforts to find their place in the American economy from colonial times to the era of the Wagner and Taft-Hartley Acts, with special attention to workers' organizations.

2208.330

Social Stratification**(Prerequisite: 2208.120)**

This course provides an examination of the major classic and modern theories of social stratification and an intensive analysis of the forms and functions of social inequality in contemporary societies. Particular attention is paid to the influence of class membership on individual behavior and to the implications of institutionalized inequalities for democratic societies.

2208.334

Group Dynamics**(Prerequisite: 2208.120)**

The course examines the structures and functions of groups, focusing on the understanding of group processes. Attention is paid to the problems of recognizing and defining leadership, cliques and factions.

2208.433

The Sociology of Complex Organizations**(Prerequisite: 2208.120 or permission of the instructor)**

The major theories and research in complex organizations will be examined. Special emphasis is placed upon the settings in which organizations are found, variations in organizational structures and processes, organization and their social, political and economic environments, and the dynamics of organizational change and innovation.

2204.346

Manpower Economics**(Prerequisite: 2204.101 and 2204.102 or instructor's permission)**

Provides a detailed analysis of the labor force, of the functioning of labor markets, of the determination of wages, of unemployment and of poverty. An analytical and historical description of public policy concerning improvement in the skill level and in the allocation of the labor resource is included.

2005.402

Psychology of Conflicts and Conflict Resolution**(Prerequisite: 2001.101 and 2005.206 or permission of instructor)**

Students will investigate the basis for conflict in social and personal situations. The course will attempt to isolate a number of contributive variables and explore possible alternatives to destructive conflict, and will employ a number of different research approaches in the study. Attempts will be made to help interested students examine and develop innovative approaches to use and resolution of

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L
E
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S**(Prerequisites: 2001.101 and 2005.206 or 2003.304 or permission of instructor)**

This course will be an overview of the field of community psychology. The course will be useful to anyone interested in working in psychology, as policy planner, or in the human services field. Topics will include preventive approaches to mental health, crisis intervention, community-based treatment approaches, systems theory, community mental health centers, organization theory, paraprofessionals, the use of self-help groups and community psychology in the schools and criminal justice system.

The course will provide a conceptual framework for community psychology as well as its practical applications.

2008 Industrial Psychology**(Prerequisite: 2001.101)**

Application of psychological theories, methods, principles, and findings to various problems of industrial, business, and public organizations.

Included are: personnel selection, testing, and training; organizational behavior; safety, equipment and systems design; and consumer behavior.

2005.206

Social Psychology**(Prerequisite: 2001.101)**

This course examines the psychological, social and cultural factors that shape the social behavior of the individual. The topics for investigation will include affiliation, conformity, leadership, group processes; attitude formation and change; intergroup cooperation and conflict. The primary focus is on the individual in social context. (Statistics must be taken before or concurrently with this course.)

0506.300

Organizational Behavior**(Prerequisite: 0506.101)**

Building upon the introductory courses in administration and management, this course will examine human relations in management. The concern for both task and process will be studied in the light of structure, goals, and human relationships found in organized efforts. The application of Maslow's hierarchy of human needs, McGregor's theory X and Y, various theories of motivation, and methods of group problem-solving will be studied by a variety of means, including simulation, case studies, and role playing.

1498.335

Legal Aspects of the Personnel Function**(Prerequisite: 0506.302)**

The course is concerned with the three areas of personnel administration which have been most subject to governmental penetration: equal employment opportunity programs, health and safety programs, and pensions and retirement. It includes the study of the relevant laws and their enforcement and enterprise responses in each area.

0506.302

Human Resources Management**(Prerequisite: 0506.101)**

This course will examine the personnel management system: staffing and organization, recruitment, employee development, motivation, performance evaluation, management-labor relations, remuneration and security.

2102.411

Public Personnel Administration**(Prerequisite: permission of instructor.)**

This course focuses on governmental influence of personnel policies and programs on Federal, state, and local levels, with emphasis on the differences between personnel