

ELR - EMPLOYMENT AND LABOR RELATIONS

ELR 1110 Work and Democracy: An Introduction Cr. 3

Satisfies General Education Requirement: Civic Literacy

The course explores the role that labor and the labor movement have played in shaping democracy in the United States over the past two centuries and the limits of democracy in the workplace. It covers key political achievements of labor and workers' organizations and the contemporary challenges they face today. Key themes include labor and citizenship, industrial democracy, the role of the state in mediating labor relations, gender, race, sexuality and labor, the labor movement as a social movement, and power and politics in the workplace. Offered Every Term.

Equivalent: ANT 1110, HIS 1110, PS 1110

ELR 2400 Survey of the Music Business and Labor Cr. 3

Survey of the music business and labor issues in music. Overview of the economics of the music industry. Examination of problems in cultural careers and employment. Offered Yearly.

ELR 2500 Introduction to Labor Studies Cr. 4

Introduction to labor and employment relations: the essential nature, evolution and purpose of the twenty-first century workplace. Offered Every Term.

ELR 3220 Labor in Media and Popular Culture Cr. 3

The course explores labor behind and in popular culture in the United States. We will use themes of race, gender, technology, and class to explore popular culture, cultural workers, and their relationship to labor organizations in the 20th and 21st centuries. Our topics include music, video games, television and films, animation, streaming and influencer culture, the fast food industry, fashion, sports, and more. Offered Yearly.

Equivalent: HIS 3220

ELR 3650 The Philosophy of Work Cr. 3

This course examines philosophy of work and the relationship between political economy and the ethics of work. It explores the definition and meaning of work in different historical and cultural contexts and then focuses on practical philosophy and applied ethics with respect to work, occupational choice, and social responsibility. It also considers the tensions between work and individual rights and work and social justice. Offered Yearly.

Equivalent: PHI 3650

ELR 4500 Applied Labor Studies Cr. 3

Practical training in various labor relations specialties, such as collective bargaining or labor law. Consult coordinator on specific topic. Offered Every Term.

Repeatable for 12 Credits

ELR 4700 Senior Seminar Cr. 3

Satisfies General Education Requirement: Writing Intensive Competency Research, reflection, discussion and analysis of labor relations practice. Offered Yearly.

Prerequisites: ELR 2500

Repeatable for 6 Credits

ELR 4990 Directed Study Cr. 1-6

Supervised reading and research in labor studies. Offered Every Term.

Repeatable for 6 Credits

ELR 7000 Introduction to Labor and Employment Relations Cr. 3

Introduction to the broad and changing field of labor and employment relations. Topics from the nature of work and role of labor in society to current labor and employment laws. Offered Fall.

Restriction(s): Enrollment is limited to Graduate level students.

ELR 7010 Health Care, Retirement, and Employee Benefit Plans Cr. 3

Comprehensive understanding of employee benefits issues and practices. Offered Fall.

Restriction(s): Enrollment is limited to Graduate level students.

ELR 7400 Labor Relations Law in North America Cr. 3

Federal and provincial regulation of union organizing, collective bargaining and union contract administration in the private sector. Content, administration and judicial interpretation of labor relations legislation in the United States, Mexico, and the Canadian province of Ontario. Offered Yearly.

Restriction(s): Enrollment is limited to Graduate level students.

ELR 7420 Labor and American Politics Cr. 3

Role of organized labor in American politics. Historical background, including rise of the UAW and its role in Detroit and Michigan politics. Recent declines; future of organized labor as a force in American politics. Offered Every Other Year.

Restriction(s): Enrollment is limited to Graduate level students.

ELR 7430 Public Sector Labor Relations Cr. 3

History, present functions, problems and current controversies surrounding public sector unions. Offered Every Other Year.

Restriction(s): Enrollment is limited to Graduate level students.

Equivalent: PS 6340

ELR 7450 Employment Relations Law in North America Cr. 3

Federal and state legislation affecting employee-employer relations: discrimination, pension, occupational safety and health, fair labor standards. Implementation of these policies, effect on worker-manager relations: Canada, Mexico, United States. Required core course. Offered Spring/Summer.

Restriction(s): Enrollment is limited to Graduate level students.

ELR 7550 Selected Topics in Employment and Labor Relations Cr. 3

Various topics to be offered on a limited basis to meet needs of students with special interests not covered by regular course offerings. Offered Intermittently.

Restriction(s): Enrollment is limited to Graduate level students.

Repeatable for 9 Credits

ELR 7600 Internship in Employment and Labor Relations Cr. 1-3

Active involvement in employment and labor relations duties for an employer, union, government agency, or employment and labor relations professional; apprenticeship to a labor arbitrator; or other appropriate opportunity for industrial relations experience. At least eight hours per week; may be paid or unpaid. Offered Every Term.

Restriction(s): Enrollment limited to students in the MA in Employ & Labor Relations program; enrollment is limited to Graduate level students.

Repeatable for 3 Credits

ELR 7700 Current and Future Trends in Collective Bargaining Cr. 3

Collective bargaining, current and future directions; emphasis on joint union-management approach to developing programs improving the quality of work life through workers' involvement in the decision-making process; examination of practical procedures to initiate and implement such programs. Offered Fall.

Restriction(s): Enrollment limited to students in the MA in Employ & Labor Relations program; enrollment is limited to Graduate level students.

ELR 7990 Directed Study Cr. 1-4

Intensive study of significant industrial relations topic against background of more general course work. Preparation of term paper required. Offered Every Term.

Restriction(s): Enrollment limited to students in the MA in Employ & Labor Relations program; enrollment is limited to Graduate level students.

Repeatable for 4 Credits

ELR 7999 Master's Essay Direction Cr. 3

Plan B alternative to a three-credit elective course. Opportunity for intensive research and writing experience on relevant subject matter.

Offered Every Term.

Restriction(s): Enrollment limited to students with a class of Candidate Masters; enrollment limited to students in the MA in Employ & Labor Relations program; enrollment is limited to Graduate level students.

ELR 8000 International Employment Labor Relations and Human Resources Cr. 3

Provides an understanding of the role of international ELR and divided into three areas of study: the economic, political, and social contexts of international ELR; strategic and functional ELR policies and practices cross-nationally; and cross-national comparisons on dimensions of efficiency, equity, and voice. Covers issues related to host, home and third country nationals; recruitment, selection, training, development and compensation in international contexts, expatriation and repatriation, and employment and labor relations. Studies of the HR context of selected countries are also included. Offered Intermittently.

Prerequisite: ELR 7000 with a minimum grade of C

Restriction(s): Enrollment is limited to Graduate level students.

ELR 8500 Strategic Analysis of North American Labor and Human Resources Issues Cr. 3

Analysis on micro (game theory) and macro (planning) levels; integration of skills; student teams work as consultants for client organization on strategic labor or human resource problem. Offered Yearly.

Restriction(s): Enrollment limited to students in the MA in Employ & Labor Relations program; enrollment is limited to Graduate level students.