EMPLOYMENT AND LABOR RELATIONS (B.A.)

The Employment and Labor Relations major provides students with the critical skills necessary to analyze employment, labor, and workplace issues. An interdisciplinary program that draws from fields as varied as anthropology, economics, history, law, literature, management, political science, psychology and sociology, the ELR program trains professionals in labor relations and human resources. As an interdepartmental unit, the ELR program provides students with a knowledge of employment and labor law, human resource management, compensation and benefits, conflict resolution and negotiation in the workplace, and other focused skills in the context of a broad liberal arts education. Through their course of study, students will gain the competencies necessary for work in management, government, non-profit organizations, and labor unions. Graduates with a BA-ELR find careers as labor organizers and union researchers, labor and community educators and advocates, human resource and personnel managers, and dispute resolution arbitrators, among other positions, in business, labor, public sector, and non-profit organizations. The BA-ELR program is good preparation for pursuing a professional degree in business or law, particularly in the area of labor and employment law.

Admission requirements for this program are satisfied by the general requirements for undergraduate admission (http://bulletins.wayne.edu/undergraduate/general-information/admission/) to the University.

Candidates must complete 120 credits in course work including satisfaction of the University General Education Requirements (http://bulletins.wayne.edu/undergraduate/general-information/general-education/) and the College of Liberal Arts and Sciences Group Requirements (http://bulletins.wayne.edu/undergraduate/college-liberal-arts-sciences/bachelors-degree-requirements/), as well as the departmental major requirements cited below. All course work must be completed in accordance with the regulations of the University (http://bulletins.wayne.edu/undergraduate/general-information/academic-regulations/) and the College (http://bulletins.wayne.edu/undergraduate/college-liberal-arts-sciences/academic-regulations/) governing undergraduate scholarship and degrees.

Code	Title	Credits
Required Core Courses		
ELR 1110	Work and Democracy: An Introduction	3
ELR 2500	Introduction to Labor Studies	4
PSY 2100	Psychology and the Workplace	3
HIS 5290	American Labor History	4
ECO 5480	Economics of Work	3
ELR 4700	Senior Seminar	3
Applied and Specialized Curriculum		
Select four of the following:		12
ANT 2050	Anthropology of Business	
ELR 4500	Applied Labor Studies (twelve credits may be elected as: Labor Relations: 3 cr.; Collective Bargaining: 3 cr.; Labor Law: 3 cr.; and Labor, Politics and Public Policy: 3 cr.)	
ELR 2400	Survey of the Music Business and Labor	
ELR 3220	Labor in Media and Popular Culture	
ELR 3650	The Philosophy of Work	
HIS 3360	Black Workers in American History	
ECO 5400	Labor Economics	
MGT 5700	Human Resource Management	
PSY 5710	Dispute Resolution	
MGT 5740	Employee Relations	
PSY 6550	Training and Employee Development	
PS 3020	Political Parties and Elections	
PS 3030	Political Interest Groups	
PS 3040	The Legislative Process	
SOC 2203	Social Psychology	
SOC 2300	Social Inequality	
SOC 5700	Seminar in Social Inequality	
Total Credits		**32**

Students are referred to the program director for information concerning courses, directed study, internships, career information, and graduate study.

The MAELR degree offers the College of Liberal Arts and Sciences' Accelerated Graduate Enrollment (AGRADE) program to qualified undergraduates. AGRADE provides the opportunity for top students to enroll simultaneously in an undergraduate and graduate degree program, and to apply a maximum of 16 credits toward both their undergraduate and master's degrees in the student's major or closely aligned field.

Students electing AGRADE programs may expect to complete both their bachelor's and master's degrees in only five years of full-time study. This allows students to save both time and money as they pursue their undergraduate and graduate degrees simultaneously, making the most of their experiences at Wayne State. Students must apply for the AGRADE program during the semester that they earn 90 credits toward an undergraduate degree (typically during junior year). Applicants must have a minimum cumulative GPA of 3.3 and final approval from their major department.

Requirements

In addition, the ELR program requires the following materials for application to AGRADE:

- completion of the WSU ELR AGRADE application; a copy of the student's unofficial transcript(s);
- a one-page single-spaced letter of interest that conveys clearly and concisely the student's tentative career goals, how the program will help them achieve these goals, and what the student seeks to achieve in the MAELR program;
- a letter of recommendation from a faculty member (the faculty member should email their recommendation directly to the Director of Labor@Wayne).