

Rutgers, The State University of New Jersey

Master of Labor and Employment Relations

School of Management & Labor Relations

The Master of Labor and Employment Relations combines professional training with intellectual exploration to produce graduates who are thoughtful professionals, informed leaders, and/or researchers grounded in contemporary reality. Our graduates go on to work in the public policy arena, for labor organizations, for public sector management, and for corporations. The program is also appropriate for persons already working in human resources or labor relations who wish to examine contemporary problems and their solutions. Our faculty and students are currently exploring globalization, the relation of work and family, contingent employment, new forms of work organization/compensation, workplace justice, privatization of public services, and new directions in collective bargaining. The program offers:

- Breadth.** The MLER provides a broad education with a mix of classes. Classes both build skills for future employment and expand intellectual horizons.
- Profession.** The MLER offers students the opportunity to develop skills that will maximize their future professional employment opportunities. We provide assistance in getting internships, part-time jobs, and placement upon graduation.
- Balance.** The MLER allows students to look at employment relations from a range of perspectives: labor, management, employee, citizen activist, and that of society as a whole.
- Diversity.** MLER students come from a variety of racial, ethnic, and national backgrounds. Both men and women are well represented, as are various age groups.
- Choice.** The MLER gives students the opportunity to build the professional skills that are appropriate for their multiple and varied career goals. This is not a “one size fits all” program. MLER students work with their career advisors to create an individualized program appropriate to their existing skills/knowledge and desired professional future.
- Community.** The MLER offers a supportive learning environment that connects the student to a community of active scholars, teachers, learners, and involved citizens. This community values critical thinking and intellectual exchange.

Courses are scheduled at times convenient for working adults. Students may complete the program on either a full-time or part-time basis.

Requirements

To earn the MLER degree, students successfully complete 39 credits of coursework. The following 3-credit courses are required:

- Introductory Seminar in Labor and Employment Relations
- Collective Bargaining
- Economics and Demographics of Labor Markets

One additional course is also required in each of the following areas: Law, Institutional Diversity (Employment History or Global/International), Finance, Research Methods, and Workforce Diversity.

In addition, students take 15 credits of graduate-level elective courses offered through the School of Management and Labor Relations, or other Rutgers' graduate programs in related areas such as sociology, public policy, or human resource management. Six of those elective credits must be from the Labor Studies and Employment Relations Department.

Specialization or Concentrations

The MLER program at Rutgers allows students to specialize by combining required classes with carefully-selected electives. Concentrations are not formal. Instead, students can, in consultation with their advisor, tailor their program to meet their own individual needs. The following are examples of programs for students with particular interests:

Concentration in Labor and Community Leadership

In addition to the required class in Collective Bargaining, potential classes include:

- Immigration, Public Policy and Worker Rights
- Globalization , Corporate Restructuring, and Employment
- Emotional Intelligence in the Workplace (Online topics class)
- Union Organizing (taken for graduate credit)
- Organizing for Social Change (taken for graduate credit)
- Grievance Processes and Arbitration
- New Directions in Collective Bargaining
- Public Policy Advocacy (taken in the Public Policy School)

Concentration in Organizational Change, Employee Involvement, and Workplace Governance

Potential classes include:

- Employee Involvement and New Work Organization
- Financial Analysis and Corporate Governance
- Work and Social Change (Topics class)
- Globalization, Corporate Restructuring, and Employment
- Globalization and the Future of Employment
- New Directions in Collective Bargaining
- Creating and Managing Organizational Change (taken in HRM Dept.)
- Sociology of Organizations (taken in Sociology Dept.)

Concentration in Labor Relations

In addition to the required course in Collective Bargaining, potential classes include:

- New Directions in Collective Bargaining
- Labor Law
- Collective Bargaining in the Public Sector
- Financial Analysis and Corporate Governance
- Grievance Processes and Arbitration
- Theories of Labor and Employment Relations
- Labor/Employment History
- Seminar in International/Comparative Labor and Employment Relations

Concentration in Diversity

In addition to the required course in Employment Law, potential classes include:

- Immigration, Public Policy, and Worker Rights
- Women and Work
- Seminar in Minorities and Work
- Managing the Global Workforce (taken in HRM Dept.)
- Latino Workers in the U.S. (taken for graduate credit)
- Managing Diversity (Online topics class)
- Labor/Employment History
- Economics and Demographics of Labor Markets

Concentration in Public Policy in Labor Markets and Employment

In addition to the required course in Economics and Demographics of Labor Markets, potential classes include:

- Benefits and Social Insurance (Topics class)
- Globalization, Corporate Restructuring, and Employment
- Current Labor Problems (taken for graduate credit)
- Globalization and the Future of Employment
- Immigration, Public Policy, and Worker Rights
- Research Methods in Labor and Employment Relations
- Employment and Training Policy (taken in the Public Policy School)
- State and Local Economic Development Theories and Policies (taken in the Public Policy School)

Concentration in Public Sector Labor Relations

In addition to the required course in Collective Bargaining, potential classes include:

- Public Sector Collective Bargaining
- American Workers and Politics
- New Directions in Collective Bargaining
- Grievance Processes and Arbitration
- Labor/Employment History
- Labor Law
- Employment Law
- Benefits and Social Insurance (Topics class)

Internships and Placement

Paid and unpaid internships are available both locally and throughout the U. S. for students interested in careers in employment relations. Full-time students are strongly urged to do internships with employers, unions, or government agencies. Internships may be arranged by the department or by the student.

Placement for corporate labor relations, human resources, organizational change, and other related positions is offered through the School of Management and Labor Relations' Human Resource Management Department. Students in the MLER program have full opportunities to circulate resumes and interview with on-campus corporate recruiters.

Students interested in positions in the labor movement, in public sector labor relations, in research organizations, or in community organizations take personal initiative in seeking the type of employment they desire. Faculty and staff assist students, building on ongoing networks and helping students develop their own. The Labor Studies and Employment Relations department offers non-credit workshops, short courses, seminars, and conferences to employees, unionists and managers. Students are urged to participate in these programs because they offer students an exciting opportunity to interact with practitioners. This not only builds knowledge, but also may lead to internship and employment opportunities either before or after graduation.

Admission and Financial Aid

Admission is competitive and financial aid is available on a limited basis. Students applying for the fall semester should complete their applications by March 1; those applying for the spring semester should complete their applications by December 1. Late applications will be considered at the discretion of the Program Directors. For admission requirements, information on financial aid, help with the application process, or individual advising, please contact our MLER Coordinator, Amy Marchitto.

Professors Paula Voos, Program Director, and Adrienne Eaton, Chair

Ms. Amy Marchitto

MLER Coordinator

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Visit our School (SMLR): <http://www.smlr.rutgers.edu>
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Rutgers, The State University of New Jersey, is dedicated by law and by purpose to serving all people on an equal and nondiscriminatory basis.

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