

Course Syllabus

Labor and Employment History Rutgers University - 38:578:612:90 Fall 2020



Instructor: Prof. William Brucher, PhD, Assistant Teaching Professor, Labor Studies and Employment Relations Department, School of Management and Labor Relations

To contact: Send a message via Canvas Inbox messaging tool

To interact: Schedule a face-to-face meeting online

Phone: 207-653-2083 (cell)

Course Description

Labor and Employment History is a fully online course taught through the Canvas LMS.

The course will cover topics in labor and employment history, including the changing nature of work, worker movements, and employment relations in the United States.

The course will begin with the industrial revolution and changing market economy of the late 18th and early 19th century, followed by the history of slavery and freedom in the time period surrounding the Civil War and Reconstruction. We will then turn our attention to the “labor question” of how the promises of democracy and independence in America have measured against realities of wage labor in the changing workplaces and economic arrangements of the late 19th century to the present.

We will explore the attitudes, ideologies, cultures, and politics of workers, labor leaders, and

employers. This course will also examine how workers of different national, ethnic, racial, and gender grounds have experienced work and contributed to the development of unions and worker movements.

Other important themes include the rights and responsibilities of employers and workers, the role of the state in the economy and the workplace, the rise and decline of collective bargaining and the New Deal order, globalization and neoliberalism, and the current problems facing workers and the emergence of new worker movements.

SMLR Learning Objectives

V. Understanding Context: Evaluate the context of workplace issues, public policies, and management decisions.

- Labor and employment history informs debates about the present and future of labor relations, workers' rights, labor and employment laws, public policy, and labor and social movements.

Course Objectives

This course aims to enable students to:

- Understand how the past shapes the present and apply historical insights to contemporary labor problems
- Understand how and why labor and employment has changed over time
- Understand how social, cultural, political, and economic forces have shaped labor and employment history
- Identify and evaluate the main arguments and supporting evidence in a text
- Enhance writing, communication, and leadership skills
- Expand their sense of personal and political possibility

Course Resources

Course Readings and Audio/Visual Material: Course readings include scholarly and popular book excerpts, articles, and primary source documents. Videos include documentary films, historical clips, and fictional movies based on labor history. The instructor will also provide narrated slideshows about certain historical events, topics, and themes. All media is available through the course Canvas site.

Course Assignments (percentage of final grade - points)

1. Forums (35% - 350)
2. Response Papers (15% - 150)

3. Final Paper Proposal (5% - 50)
4. Final Paper First Draft and Peer Review (5% -50)
5. Final Paper (20% - 200)
6. Exams (20% - 200)

Assignments

1. Discussion Forums (35% - 350 points)

Six discussion forums, each worth 50 points

Forums will be held on weeks 1, 2, 4, 6, 9, 12, and 14.

Students will introduce themselves to the class in the week1 forum. In the forums for weeks 2, 4, 6, and 9, students will raise and discuss questions related to the themes of course readings. A minimum of three postings per forum are required. An original comment must be made by the first comment deadline on Friday. Forums close the last day of the course week on Monday. Directions and expectations for engaging in forums are available on each of the forum discussion areas. Students will share their insights from their final papers in the week 14 forum.

2. Response Papers (15% - 150 points)

Four papers, each worth 50 points.

Due weeks 3, 5, and 10

Students will submit responses to questions posted by the professor on required readings. Papers are two pages, double-spaced, and require the use of appropriate citations. Instructions will be included with each assignment. Citation guides will be posted in the Course Home area in the course.

3. Final Paper Proposal (5% - 50 points)

Proposal due week 8

Students will submit a 1-page draft proposal for their final papers. Directions for developing the paper proposal will be available on the Paper Proposal page.

4. Final Paper First Draft and Peer Review (5% - 50 points)

First draft due week 11, peer review completed on week 12.

Students will complete a first draft of their final paper and then provide detailed feedback on another student's final paper draft. See below for information about the final paper.

5. Final Paper Final Draft (20% - 200 points)

Paper due week 13, discussion of papers week 14

Students will write a final paper based on one or more of the open-access books from the Labor Studies and Work series from the Temple University Libraries and Press. Sponsored by a grant from the National Endowment for the Humanities, the TU Libraries and Press has made 30 previously out-of-print labor studies books freely available online with updated prefaces. Rutgers Labor Studies scholars Dorothy Sue Cobble and Sheri Davis-Faulkner are among the authors of the new prefaces. In support of the grant, our Labor and Employment History course is among the first in the nation to use the Labor Studies and Work series as a core component of its curriculum. To learn about the series and access the books, visit: <http://tupress.temple.edu/open-access/labor-studies/> (<http://tupress.temple.edu/open-access/labor-studies/>)

Final papers are 8 to 10 pages in length, double-spaced and require the use of appropriate citations.

Students will present the main findings of their papers and discuss them with their classmates in Forum 6 during week 14. Directions for the final paper will be available on the Final Paper page. Citation guides will be posted in the Course Home area in the course.

5. Exams (20% - 200 points)

Midterm week 7, final exam after reading period.

Students will complete a midterm and a final exam, worth 100 points each. Each exam will consist of three short essay response questions (30 points each) on themes and topics from reading assignments, videos, and other course content. The final exam is non-cumulative.

Grading

This is a points-based course. The final grade is based on a 1000-point system.

As highlighted in the previous section, each assignment/assessment is worth a specific number of points. Total points accumulated determines final course grade. See the [Grading Rubrics page](#) under the First things first tab in Modules for more information. The rubrics will also be posted with each assignment.

Outstanding Course Grade Points	Good Course Grade Points	Satisfactory Course Grade Points	Unsatisfactory Course Grade Points
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900 to 1000 points = A	850 to 899 points = B+	750 to 799 points = C+	600 to 699 points = D
	800 to 849 points = B	700 to 749 points = C	599 or fewer points = F

Course Modules:

[Week 1: Introductions, Course Requirements and Telling Your Story](#)

[Week 2: The Industrial Revolution and the Social Structures of Capitalism](#)

[Week 3: Slavery and Freedom](#)

[Week 4: Immigration and Exclusion](#)

[Week 5: Corporate Capitalism and Labor Wars](#)

[Week 6: Scientific Management, Welfare Capitalism, and the Open Shop](#)

[Week 7: The New Deal, the CIO, and the Rise of Collective Bargaining](#)

[Week 8: The Arsenal of Democracy and the Postwar Expansion](#)

[Week 9: From Economic Rights to Civil Rights](#)

[Week 10: Gender, Sexuality, and Work](#)

[Week 11: Public Sector Unionism](#)

[Week 12: The Challenges of the 1970s, 80s, and 90s](#)

[Week 13: New Economy, New Movements, and the Future of Labor](#)

[Week 14: Final Paper Presentations and Discussions](#)

Policies and Procedures

Class Sessions

The course week begins on Tuesdays and ends on Mondays at 11:59 pm. Each week is 7 days in length. Students may enter the course and engage in coursework at any time 24 hours a day, 7 days a week.

To begin the week a weekly message will be published and a notification sent that the message is available in the Announcement's area by 10:00 am Tuesdays.

Due Dates and Late Submissions

The introduction assignment, response papers, the final paper proposal, the final paper, and exams are due no later than 11:59 pm on the last day of the course week for which they are assigned. A first comment in a forum must be made by 11:59 pm on Fridays. Forums close 11:59 pm Monday nights.

Forum work cannot be made up. Late papers will be marked down one letter grade for each day they are late (unless an extension has been arranged beforehand).

Student Responsibilities

Online learning requires a high level of discipline, dedication, and time management skills. While online learning offers you flexibility and convenience to learn from anyplace, anytime, *you are still expected to adhere to the all due dates.*

You are expected to:

- Have access to a reliable computer, and access to the Internet.
- Log in to Canvas for your course ***on a daily basis***.
- Check for any announcements, update to the syllabus, assignments, and/or discussions and respond accordingly.
- Actively participate in the discussion forums.
- Complete the assigned readings and/or media.
- Complete the assigned papers and projects.
- Adhere to all due dates.
- Refer to [Study Guides and Strategies \(http://www.studygs.net/\)](http://www.studygs.net/) for effective learning practices.

In case of computer failure

Make sure you have an alternative plan of access to your Canvas course in case your computer crashes (it happens). An extra computer at home, your employer's computer, or computer at your local or Rutgers library can be some alternatives. Additionally, be sure to backup your important documents and assignments on a flash drive or other external device.

Computer, Software/Apps/Accessories Requirement

- [Adobe Flash – latest version \(you will need it to view videos\)](#)

[\(https://get.adobe.com/flashplayer/\)](https://get.adobe.com/flashplayer/)

- Access to the internet
- Microsoft Word or other word processor software for writing assignments (you will upload/submit your papers as computer file documents)
- Webcam (recommended)
- Headphones (highly recommended)
- A reliable laptop or desktop *computer* (smartphones are not sufficient for navigating Canvas or completing coursework)

Special Needs Accommodations

If you have a disability and require special accommodations for your learning activities please contact the [Office of Disability Services \(https://ods.rutgers.edu/\)](https://ods.rutgers.edu/). Your professor is happy to assist you in this process. Below is the full contact information for the office of disability services:

Lucy Stone Hall, Livingston Campus, 54 Joyce Kilmer Avenue, Suite A145, Piscataway, NJ 08854-8045.

- E-mail Address: [dsoffice@rci.rutgers.edu \(mailto:dsoffice@rci.rutgers.edu\)](mailto:dsoffice@rci.rutgers.edu)
- Phone: (848) 445-6800 • Fax: (732) 445-3388
- <https://ods.rutgers.edu/> [\(https://ods.rutgers.edu/\)](https://ods.rutgers.edu/)

Student Affairs

Office of the Dean of Students

[The Office of the Dean of Students](#) provides support to students who may be facing exceptional difficulties that could jeopardize their education. Visit their website to learn more about the type of support they offer and/or to schedule an appointment.

Health & Wellness

[Student Health & Wellness Services](#)

http://shp.rutgers.edu/current_students/shrp_oss_mhc.html provides health services to students on its various campuses through Student Health Centers.

Technical Support

If you need technical assistance at any time during the course or to report a problem with Canvas:

<https://community.canvaslms.com/community/answers/guides/video-guide>

1. Visit the [Canvas Video Guide](https://community.canvaslms.com/community/answers/guides/video-guide) (<https://community.canvaslms.com/community/answers/guides/video-guide>)
2. Contact [Rutgers IT Help Desk](https://rutgersonline.desk.com/) (<https://rutgersonline.desk.com/>) (877-361-1134, accessible 24 hours a day, 7 days a week).
3. Visit the [Rutgers Canvas Student orientation](https://onlinelearning.rutgers.edu/canvas) (<https://onlinelearning.rutgers.edu/canvas>)

Student Code of Conduct

You are expected to conduct yourself in a professional, responsible, courteous, and respectful manner at all times during the course. Offensive language, harassment, posting videos or other media that is not related to the course, and/or any other inappropriate behavior will not be tolerated; and will result in dire consequences, including dismissal from the course. Your responses to discussion posts, or any other communication with your classmates and/or your instructor must be of the highest professional and respectable standard. Refer to [Discussion Post Guidelines](#) when communicating in your Canvas class.

Academic Integrity

Let's be honest. Be sure to read and adhere to [Rutgers Academic Integrity Policy](http://studentconduct.rutgers.edu/academic-integrity/) (<http://studentconduct.rutgers.edu/academic-integrity/>).

Copyright Information

- [Library of Congress Copyright Office](https://www.copyright.gov/) (<https://www.copyright.gov/>).
- [Creative Commons License](https://creativecommons.org/licenses/) (<https://creativecommons.org/licenses/>).
- [Code of Best Practices in Fair Use of OpenCourseware](http://archive.cmsimpact.org/ocw/) (<http://archive.cmsimpact.org/ocw/>).

Student Support Services

Rutgers offers various student support services to help you succeed in your learning. Visit the [Student Support Services](#) page for more information.

Course Summary:

Date	Details
Tue Sep 8, 2020	 Forum 1: Personal Labor and Employment History due by 11:59pm (https://rutgers.instructure.com/courses/80020/assignments/909670)
Mon Sep 14, 2020	 Forum 2: Mapping Social Structures Past and Present due by 11:59pm (https://rutgers.instructure.com/courses/80020/assignments/909666)
Mon Sep 21, 2020	 Response Paper 1 due by 11:59pm (https://rutgers.instructure.com/courses/80020/assignments/909675)
Mon Sep 28, 2020	 Forum 3: Immigration and Labor due by 11:59pm (https://rutgers.instructure.com/courses/80020/assignments/909668)
Mon Oct 5, 2020	 Response Paper 2 due by 11:59pm (https://rutgers.instructure.com/courses/80020/assignments/909676)
Mon Oct 12, 2020	 Forum 4: Management Theories and Practices due by 11:59pm (https://rutgers.instructure.com/courses/80020/assignments/909669)
Mon Oct 19, 2020	 Take Home Midterm due by 11:59pm (https://rutgers.instructure.com/courses/80020/assignments/909678)
Mon Oct 26, 2020	 Final Paper Proposal due by 11:59pm (https://rutgers.instructure.com/courses/80020/assignments/909674)
Mon Nov 2, 2020	 Forum 5: From Economic Rights to Civil Rights due by 11:59pm (https://rutgers.instructure.com/courses/80020/assignments/909665)
Mon Nov 9, 2020	 Response Paper 3 due by 11:59pm (https://rutgers.instructure.com/courses/80020/assignments/909677)
Mon Nov 16, 2020	 Final Paper First Draft due by 11:59pm (https://rutgers.instructure.com/courses/80020/assignments/909673)

Mon Nov 23, 2020	 Forum 6: The Challenges of the 1970s, 80s, and 90s (https://rutgers.instructure.com/courses/80020/assignments/915311)	due by 11:59pm
Thu Dec 3, 2020	 Final Paper Final Draft (https://rutgers.instructure.com/courses/80020/assignments/909672)	due by 11:59pm
Tue Dec 8, 2020	 Forum 7: Final Paper Discussion (https://rutgers.instructure.com/courses/80020/assignments/909667)	due by 11:59pm
Mon Dec 21, 2020	 Final Exam (https://rutgers.instructure.com/courses/80020/assignments/909671)	due by 11:59pm
