

Course Overview

In this course we will examine the evolving position of black workers in the US economy and explore the changes in access points and employment opportunities historically to present day.

The course will focus on varying degrees of structural, institutional and racial stratification in a larger society. We will examine social constructs of race and work. Discuss systemic patterns of exclusion and challenge common notions of how individuals succeed in the labor market.

Labor Studies and Employment Relations Department

- Demonstrate an understanding of the perspectives, theories and concepts in the field of labor and employment relations.
- Apply those concepts, and substantive institutional knowledge, to understanding contemporary developments related to work.
- Analyze the degree to which forms of human difference shape a person's experience of and perspectives on contemporary issues.

Course Structure

There is no textbook for this course. Course delivery will consist of written lectures, research-based papers and articles, videos, and/or audio files, and course assessment of materials presented. All required resource materials are located on Canvas. The instructor reserves the right to supplement substitute, and/or modify the listed reading elections.

Assessment of Weekly Written Questions and Online Forums

Weekly Written Questions are designed to ensure that you understand the reading or video presented. You will be asked to answer questions from the assignment on most weeks. Each question can be answered in 6 to 8 sentences.

Forums are interactive threaded discussions where students can communicate their insights and thoughts pertaining to a particular course topic, as well as learn from one another in the process.

Threaded discussions are also a means for the instructor to identify whether a student comprehends required reading and/or video assignments. Forums include instructor-generated questions and suggested topic areas for discussion, and student-to-student interaction.

Overall Criteria for Grading - Scores on the weekly assignments as well as the online forums reflect whether or not you have achieved an accurate understanding of the various readings and whether or not you reflect those ideas well in written English. There are three sets of criteria on which students are graded. Earning the highest number of points within each assignment requires following these best practices:

Content (50% of points)

- ✓ Content that relates to required/recommended course material is accurate and well developed.
- ✓ Questions are thoroughly answered, and content is appropriate for the topic of inquiry.

- ✓ Content that indicates knowledge gained and potential for knowledge/skills to influence future thoughts/behavior is adequately linked to course materials (including any material brought into the course by a student). When required, citations are provided.

Reflection (40% of points)

- ✓ Answers indicate a high level of reflection and insight on topic.
- ✓ Critical thinking is evident.
- ✓ A strong desire to reflect on topics is evident.

Organization & Mechanics (10% of points)

- ✓ Writing is fluent and lively.
- ✓ All answers are presented in a professional manor: using appropriate grammar, sentence structure, and spelling.
- ✓ All ideas/thoughts are well communicated. Answers to all questions are concise/to the point.
- ✓ Engages in a high-quality Internet search (when applicable). Instructions for completing assignment are followed.

Class Sessions and Assignment Information

This course starts on Wednesday, January 18, 2023. Wednesdays are the beginning of each course week and will end on Thursday.

Technical Assistance

Rutgers Center for Online and Hybrid Learning and Instructional Technologies (OIT)

Support Website: <https://it.rutgers.edu/help-support>

Email: help@oit.rutgers.edu

Call 24/7: 833-OIT-HELP

Disability Services

Rutgers University welcomes students with disabilities into all of the University's educational programs.

In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation: <https://ods.rutgers.edu/students/documentation-guidelines>.

To begin this process, please complete the Registration form on the ODS web site at: <https://ods.rutgers.edu/students/registration-form>. (See full policy on Canvas)

Media Policy

The recording and transmission of classroom activities and discussions by students or faculty is prohibited without written permission from the class instructor and all students in the class. Class participants must have been informed that audio/video recording or reposting of forum contributions may occur. The recording may not be reproduced or uploaded to publicly accessible web environments without written permission. (See full policy on Canvas)

Plagiarism

Rutgers uses "Turnitin" to detect plagiarism. Students agree that by taking this course all required papers may be subject to submission for textual similarity review to Turnitin.com (directly or via learning management system, i.e. Sakai, Blackboard, Canvas, Moodle) for the detection of plagiarism. All submitted papers will be included as source documents in the Turnitin.com reference database solely for the purpose of detecting plagiarism of such papers. Use of the Turnitin.com service is subject to the Usage Policy posted on the Turnitin.com site. (See full policy on Canvas)

Grading Rubric

Everyone will have the opportunity to do well in this course. A final grade is based on the point system below. Number of points for each course assessment is detailed in the following chart.

Course Component	Raw Points Possible	Total Raw Points	RU Letter Grade
Forum Participation	150	1000-900	A
Interview	80	899-860	B+
Written Questions	370	859-800	B
Affirmative Action Paper	100	799-760	C+
Exams (2)	300	759-700	C
		699-600	D
		599 and below	F
Total	1000	Total	1000

Weekly Schedule: Refer to weekly topic pages in course shell for full description.

WEEK DUE	READINGS/ASSIGNMENTS
Week 1: Jan 15 – Jan 21	<i>Icebreaker Forum and IAT Study</i>
Week 2: Jan 22 – Jan 28	<i>Racial Bias and Social Identity</i>
Week 3: Jan 29 – Feb 04	<i>Understanding Racial and Economic Stratification</i>
Week 4: Feb 05 – Feb 11	<i>The Historical Formation of Race and Work in the U.S. Economy: Post - Emancipation</i>
Week 5: Feb 13 – Feb 18	<i>The Industrial Era</i>
Week 6: Feb 19– Feb 25	<i>Black Workers: Civil Rights and the US Labor Market</i>
Week 7: Feb 26 – Mar 04	<i>Access to Work</i>
Week 8: Mar 05 – Mar 10	<i>Midterm</i>
Week 9: Mar 11 –Mar 19	<i>Spring Break</i>
Week 10: Mar 20 –Mar 25	<i>Structural and Institutional Discrimination</i>
Week 11: Mar 26 –Apr 01	<i>Trends in Employment</i>
Week 12: Apr 02 –Apr 08	<i>Education and the Middle Class</i>
Week 13: Apr 09 –Apr 15	<i>Black Workers in Technology</i>
Week 14: Apr 16 –Apr 22	<i>Affirmative Action</i>
Week15: Apr 23 – Apr 29	<i>Final Exam</i>

Do you really want me to restructure a class that has been working well.