

## Liberal Studies

**Leonard Keller**, Professor, Chemistry and Biochemistry  
and Director, Liberal Studies

**Grenville Draper**, Professor, Earth and Environment and  
Associate Director, Liberal Studies

**Kenneth Rogerson**, Professor and Chairperson,  
Philosophy and Associate Director, Liberal Studies,  
BBC

**Kiriake Xerohehema**, Lecturer, Philosophy and Graduate  
Program Director, Master of Arts in Liberal Studies

The Liberal Studies Program exposes the student to a wide range of courses offered by the College, while granting the opportunity to pursue an individualized program of studies under the Liberal Studies guidelines. These guidelines include six categories of courses: (1) Foundations of Liberal Studies, two broad-based courses chosen by the directors from the Social Sciences, Natural Sciences, or the Humanities; (2) Interdisciplinary Colloquia, two courses involving faculty from several departments of the College, and dealing with interdisciplinary topics; (3) Natural Sciences, two courses to expose the student to the scientific method and its application to problems in the sciences; (4) Humanities, two courses dealing with the analysis of literary, philosophical, religious and historical topics or appreciation of works of art, music, and theatre; (5) Social Sciences, two courses to expose the student to the basic theories and methods of social scientists in the fields of economics, international relations, political science, psychology, sociology/anthropology, and environmental studies; (6) Artistic Creation, one course in studio art or studio music, creative writing, or theatre to allow the student to experiment with his or her own creativity, and to experience the work of the artist.

Students are free to choose any combination of courses within these guidelines. Under the advisement of the Director or Associate Director of Liberal Studies, the student will be encouraged to pursue a minor, a certificate, or a double major.

### Bachelor of Arts

**Degree Program Hours: 120**

#### Lower Division Preparation

#### Common Prerequisite Courses and Equivalencies

<u>FIU Course(s)</u>	<u>Equivalent Course(s)</u>
None	None

Courses which form part of the statewide articulation between the State University System and the Community College System will fulfill the Lower Division Common Prerequisites.

For generic course substitutions/equivalencies for Common Program Prerequisites offered at community colleges, state colleges, or state universities, visit: <http://facts.org>. See Common Prerequisite Manual.

#### Common Prerequisites

No specific courses required; all students transferring from Florida community colleges are encouraged to complete the Associate in Arts degree.

**Recommended Courses:** Arts and Sciences concentration recommended. To qualify for admission to the program, FIU undergraduates must have met all the lower division requirements including CLAS, completed 60 semester hours, and must be otherwise acceptable into the program.

#### Upper Division Program

#### Required Courses: (33 credits)

Courses offered by any of the units of the College of Arts and Sciences, chosen in accordance with academic guidelines of the Liberal Studies Program, to meet requirements in the four following areas:

Natural Sciences	6
Humanities	6
Social Sciences	6
Artistic Creation	3
Interdisciplinary Colloquia offered by the Liberal Studies Program	6
Foundations of Liberal Studies	6

All courses must be completed with a grade of "C" or better.

#### Electives: (27 credits)

The remaining hours will be taken as electives.

### Combined Bachelor/Master of Arts in Liberal Studies

The combined (4+1) Bachelor/Master of Arts in Liberal Studies offers outstanding undergraduate FIU students in Liberal Studies as well as in majors such as Philosophy the opportunity to earn a Masters degree in only one additional year beyond the BA degree.

The (4+1) program represents two distinct options:

1. Liberal Studies to MALS. This option allows students to complement the undergraduate major with graduate study in the same discipline as the undergraduate study.
2. Other majors such as Philosophy to MALS. This option allows students to complement the undergraduate major with graduate study in another area.

The goal is to attract outstanding students into the combined program so that they formally apply to the program in the first semester of their senior year (i.e., when they have completed 90 credit hours.) Interested students should speak with the undergraduate advisor as early as possible because careful selection of undergraduate courses in the sophomore and junior years will be essential for admission to the program.

To be considered for admission to the combined bachelor's/master's degree program, students must have completed at least 75-90 credits in the bachelor's degree program at FIU and meet the admissions criteria for the graduate degree program to which they are applying. Students need only apply once to the combined degree

program, but the application must be submitted to Graduate Admissions before the student starts the last 30 credits of the bachelor's degree program. A student admitted to the combined degree program will be considered to have undergraduate status until the student applies for graduation from their bachelor's degree program. Upon conferral of the bachelor's degree, the student will be granted graduate status and be eligible for graduate assistantships. Only 5000-level or higher courses, and no more than the number of credits specified by the program catalog, may be applied toward both degrees.

Applicants to the accelerated program need a GPA of 3.20. Formal admission to the accelerated program will usually be in the first semester of the senior year. Students would be also required to maintain a GPA of at least 3.20 to remain in the program. Participation in this program allows the students to fulfill some graduate program requirements during their senior year. More specifically, students at the senior level may be allowed to earn up to 9 graduate credits that will count towards their MALS degree. Up to 3 graduate courses (9 credits) may be used to satisfy both the Bachelor and Masters degree requirements. All double counted courses must be at the 5000 level or higher. Courses to be allowed to be double counted must be approved by MALS. Before starting the graduate program students must have satisfied all general education and core requirements.

The curriculum for the (4+1) MALS will meet criteria identical to those of the MALS program. A student will not be eligible for assistantship funding before completing all requirements for the Bachelors degree. For double-counted courses, students must confirm with their graduate program advisor that he or she is taking the course for graduate credit. Graduates and undergraduates may have different workloads and grading criteria. The student must earn a grade of "B" or better for these courses to count towards the Masters requirements.

### Admission Requirements

1. Current enrollment in a bachelors degree in Philosophy or Liberal Studies.
2. Completion of at least 90 credits hours of coursework.
3. A current GPA of 3.20 or higher.
4. Application to the Department to enroll in the (4+1) MALS program that will include
  - Three letters of recommendation
  - Personal statement [2-3 pages] describing goals and objectives in seeking a combined accelerated degree
  - A 8-25 page writing sample of satisfactory quality
5. On-line application to the University Graduate School for admission to the MALS program.
6. Positive evaluation by the undergraduate program director.
7. Approval of the graduate admissions committee.
8. In addition to the admission requirements of the (4+1) MALS program, students must meet all the admission requirements of the University Graduate School.

### Completion Requirements

1. Completion of both the required courses for the BA (33 credits) and the required courses for the MALS (33 credits).

- For the Liberal Studies-to-MALS option, either the 3 Great Ideas Seminars or 3 – 5000 or 6000 level courses in Natural Sciences, Humanities or Social Sciences may be used to satisfy both the Bachelors and Masters degree.
  - For other majors such as the Philosophy-to-MALS option, either 3 Great Ideas Seminars or 3 – 5000 or 6000 level courses in Natural Sciences, Humanities or Social Sciences may be used to satisfy both the Bachelors and Masters degree.
2. The Bachelor's degree must be awarded when the student completes the requirements for the degree. In other words, the Bachelor's degree must be awarded before the Master's degree.
  3. Students in the (4+1) MALS program have up to one year to complete the Master's degree after receipt of the Bachelor's degree.
  4. Students who fail to meet the one year post BA requirement or who elect to leave the (4+1) MALS program at any time and earn only the BA degree will have the same access requirements to a regular graduate program as any other student, but will not be able to use the 9 credits in both the Bachelor's and the Master's degrees.

### Summary of Degree Requirements

Great Ideas Seminars:	9 hours (minimum*)
Interdisciplinary Concentration:	18 hours (minimum*)
Master's Essay or Master's Thesis:	3 hours or 6 hours
<b>Total Hours:</b>	<b>33 hours (minimum*)</b>

\*33 hours of coursework are required of all (4+1) MALS students. However, a maximum of 3 hours are awarded for the "Master's Essay" course as opposed to 6 hours for "Master's Thesis" course. Students who choose the Essay option must complete either 4 Great Ideas Seminars or 21 hour Interdisciplinary Concentration.

## Course Descriptions

### Definition of Prefixes

IDS-Interdisciplinary Studies

**IDS 2930 Faculty Scholars Seminar (1).** Provides freshman Faculty Scholars the opportunity to participate in the interdisciplinary study of significant themes. May only be taken twice.

**IDS 3930 Foundations of Liberal Studies (3).** This will be a broad synthesis of knowledge and methods in the Arts and Sciences taught from the perspective of different disciplines. Specific topics will be announced in advance.

**IDS 3949 Cooperative Education in Liberal Studies (3).** A student majoring in Liberal Studies may spend one semester fully employed in industry in a capacity relating to the major. This course must be taken as an elective.

**IDS 4905 Independent Study (VAR).** Cross-disciplinary topics for individual study and research to be chosen by students in consultation with their faculty advisors. This course must be taken as an elective.

**IDS 4920 Liberal Studies Colloquia (3).** Individual sections will study, from an interdisciplinary perspective,

issues selected and presented jointly by College faculty. Specific topics will be announced in advance.

**IDS 4930 Foundations of Liberal Studies (3).** This will be a broad synthesis of knowledge and methods in the Arts and Sciences, taught from the perspective of different disciplines. Specific topics will be announced in advance.

**IDS 4949 Cooperative Education in Liberal Studies (3).** A student majoring in Liberal Studies may spend one semester fully employed in industry in a capacity relating to the major. This course must be taken as an elective.

## Minor in Humanities (15 hours)

**Bruce A. Harvey**, Associate Professor, English, Director,  
*Minor in Humanities*

**Marian Demos**, Associate Professor, Modern Languages  
*(Classics)*

**Rebecca Friedman**, Associate Professor, History

**Daniel R. Guernsey**, Associate Professor, Art History

**Joyce Peterson**, Associate Professor, History

**Kenneth Rogerson**, Professor, Philosophy

**Richard P. Sugg**, Professor, English

**Barbara Watts**, Associate Professor, Art History

Students majoring in any other discipline may minor in Humanities.

The Humanities Minor course curriculum emphasizes the study of Classical culture and its continuities with our modern, global world. Whether learning about the ancient world, or building a foundational language base in Greek or Latin, or examining art and culture through a rich array of interdisciplinary courses, students who earn the Humanities Minor find it a fine complement to College of Arts and Sciences and professional-school majors.

### Requirements

A. One of the following courses (3 hours):

HUM 3214 Ancient Classical Culture and  
Civilization

or

HUM 4431 The Greek World

or

HUM 3432 The Roman World

and

B. Four additional HUM courses (including classical languages) (12 hours)

## Course Descriptions

### Definition of Prefixes

GRE-Classical Greek; GRW-Classical Greek Literature;

HUM-Humanities; LAT-Latin

**GRE 1130 Classical Greek I (5).** Emphasis on grammar, and on basic reading and writing skills. GRE 1131 Classical Greek II (5). Emphasis on grammar, and on basic reading and writing skills. Prerequisite: GRE 1130.

**GRE 2200 Intermediate Classical Greek (3).** Emphasis on grammar, and on acquiring intermediate reading and writing skills. Prerequisite: GRE 1131.

**GRW 3210 Greek Prose Writers (3).** Translation into English and grammatical analysis of selected texts of

Classical prose writers, such as Plato, Aristotle, Xenophon, Thucydides and Plutarch. Prerequisites: Reading knowledge of Classical Greek or GRE 2200.

**GRW 3390 Readings in Greek Literature (3).** Translation into English and grammatical analysis of selected texts of ancient Greek authors, prose and verse, such as Plato, Plutarch and Homer. The topics will change from semester and with a change in content, the course may be repeated. Prerequisites: GRE 1131 or reading knowledge of Classical Greek.

**HUM 2512 Art and Society (3).** A study of the relationship between art and culture in different periods, including patronage, the role of the artist, and the relationship between art and economic, political, religious, and ideological forces.

**HUM 2701 Study Abroad in the Humanities (1-9).** Integrated study of painting, architecture, music, drama, dance, and philosophy. Attitudes and beliefs of societies as they are reflected in the arts.

**HUM 3214 Ancient Classical Culture and Civilization (3).** Explores the culture of the ancient Greek and Latin worlds from an interdisciplinary perspective and studies the varied conceptions of the individual, society, and nature.

**HUM 3231 Renaissance and Baroque Cultures (3).** An in-depth examination of the cultural monuments of the Renaissance, Reformation, Counter-Reformation, and Baroque periods and of the forces that helped shape them.

**HUM 3246 The Enlightenment and the Modern World (3).** Explores the culture of the Enlightenment and the modern world from an interdisciplinary perspective and studies the varying conceptions of the individual, society, and nature.

**HUM 3252 20th Century Culture and Civilization (3).** The 20th century through the Vietnam war, as represented by the period's creative and intellectual works in literature, art, history and philosophy - discussed from an interdisciplinary perspective.

**HUM 3254 The Contemporary World (3).** Significant creative and intellectual works, ideas and movements of the last twenty years surveyed and discussed from an interdisciplinary perspective.

**HUM 3304 Values in Conflict (3).** Philosophical, ethical, and religious foundations of Western civilization and significant challenges its value system has received from critical and revolutionary thought.

**HUM 3306 History of Ideas (3).** The historical development of fundamental concepts through an interdisciplinary cultural approach. Nature, freedom, beauty, virtue, alienation, and relativism are traced in literature, art, and philosophy including the social context of developing ideas.

**HUM 3325 Women, Culture and History (3).** Examines women's lives within various world cultures and historical periods. Examines the cultural meaning attributed to women, women's lived experiences and historical contributions.

**HUM 3432 The Roman World (3).** An in-depth examination of selected cultural monuments and events of the Roman Republic and Empire and of the forces that helped shape them.

**HUM 3435 The Medieval World (3).** An in-depth examination of cultural monuments of the European Middle Ages and of the forces that helped shape them.

**HUM 3514 Art in Context (3).** Examines topics concerning art in the context of the history and culture of a particular society (May be repeated with a change in content.) Prerequisite: Junior standing.

**HUM 3545 Art and Literature (3).** A study of a period in the history of visual art as it relates to literature. Topics may include art and mythology, sacred and profane love in art and literature, painting and poetry, and the novel and art.

**HUM 3562 Politics and the Arts (3).** Explores arts and patronage in relation to the politics and ideologies of a given place and time. Topics vary. (May be repeated with a change in content.)

**HUM 3591 Art and Technology (3).** Explores the relationship between innovations in technology and artistic expression. Course theme is media based, and varies from semester to semester. (May be repeated with a change in content.)

**HUM 3930 Female/Male: Women's Studies Seminar (3).** This course interprets and contrasts the status of women and men in context with women's inequality. Diverse topics include the workplace, family, education, image, violence and ethnicity.

**HUM 3939 Special Topics (3).** An examination of specific topics in the humanities. The topics may vary from semester to semester. (May be repeated with a change in content.)

**HUM 3949 Cooperative Education in Humanities (3).** A student majoring in Humanities may spend one or two semesters fully employed in industry in a capacity relating to the major.

**HUM 4248 The World of Dante and Giotto (3).** Examines the culture of medieval Italy, with emphasis on the writings of Dante Alighieri and the paintings of Giotto di Bondone. Prerequisites: HUM 2512 or ARH 2050 or ARH 2051, or permission of the instructor.

**HUM 4392 Human Concerns (3).** Examines concerns important to the human condition, including varying conceptions of human nature, the relation of the individual to society, the quest for identity, the search for meaning through literature, art and social institutions. (May be repeated with a change in content.)

**HUM 4431 The Greek World (3).** An in-depth examination of selected cultural monuments and events of the Greek World in the Classical and Hellenistic periods and of the forces that helped shape them. (May be repeated with change in content.)

**HUM 4491 Cultural Heritages and Cultural Changes (3).** Focuses upon various cultures and their development, including such topics as: cultural evolution and revolution, ethnicity and pluralism, and subcultures and

countercultures. (May be repeated with a change in content.)

**HUM 4543 Literature and Philosophy (3).** The interpretation of literature and philosophy from an interdisciplinary perspective. In addition to philosophical novels, poetry, and drama, the course may examine the philosophical scrutiny of literature.

**HUM 4544 Literature and the Humanities (3).** Literature from an interdisciplinary perspective. Literary texts are related to the cultural context of their production and the ideas surrounding them.

**HUM 4555 Symbols and Myths (3).** An in-depth examination of mythology and symbolic language within the cultural and psychodynamic forces that inform them. This course gives special emphasis to Classical myths.

**HUM 4561 Ethics and the Humanities (3).** Human values studied from an interdisciplinary perspective. Selected ethical issues are examined using philosophical, historical, or literary texts. The relationship between ethical values and cultural achievements is explored.

**HUM 4580 Film Humanities (3).** Studies the significance of film in Western culture: the language, semiotics and technique of films with the aid of appropriate cinematographical material.

**HUM 4906 Independent Study (1-3).** Directed independent research. Requires prior approval by instructor. (May be repeated with a change in content.)

**HUM 4920 Humanities Seminar (3).** Addresses a specific topic in-depth from a variety of perspectives. Topics will be announced in advance. (May be repeated with a change in content.)

**HUM 5935 Graduate Seminar in Humanities (3).** A specialized thematic topic offered at the Graduate level. Topics will vary and will be announced in advanced. (May be repeated with a change in content.)

**LAT 1130 Latin I (5).** Emphasis on grammar and on acquiring basic reading and writing skills.

**LAT 1131 Latin II (5).** Emphasis on grammar and on acquiring reading and writing skills. Prerequisite: LAT 1130.

**LAT 2200 Intermediate Latin (3).** Emphasis on grammar and on acquiring basic reading and writing skills. Prerequisite: LAT 1131.

**LAT 3202 Latin Prose Writers (3).** Translation into English and grammatical analysis of selected texts of classical prose writers such as Cicero, Caesar and Livy. Prerequisites: Reading knowledge of Latin or LAT 2200.

**LAT 3203 Readings in Latin Literature (3).** Translation into English and grammatical analysis of selected texts of Latin authors, prose and verse, such as Cicero, Livy, Virgil and Horace. (May be repeated with a change in content.) Prerequisites: LAT 1131 or reading knowledge of Latin.

## Labor Studies

**Dawn Addy**, *Director, Labor Studies Concentration*  
**Emily Eisenhauer**  
**Bruce Nissen**

The Liberal Studies Program of the College of Arts and Sciences offers a Concentration in Labor Studies as an option within the program. As an academic discipline, Labor Studies has its roots in both the social sciences and the workers' education movement of the early twentieth century. Labor Studies as a discipline acknowledges insights into the labor field which have emerged from decades of university-union cooperation in labor affairs apart from the traditional framework of industrial relations. According to this concept, Labor Studies is the academic examination of issues which confront people in the pursuit of their need for rewarding employment. The focus of inquiry is on workers as individuals, as members and/or leaders in their unions or associations, and as citizens of their communities.

People in pursuit of rewarding jobs and careers have employed and continue to develop a variety of individual and collective strategies to cope with the dynamics of change in society, including the development of unions and other workers' associations. Because these unions and associations also conduct autonomous economic, social and political programs which transcend their labor relations nexus with management, Labor Studies reaches beyond industrial relations and addresses an additional set of questions and concerns within the global environment.

Thus, Labor Studies takes as its focus the individual workers, the unions and associations that workers develop, and the internal and external relations of those unions and associations to other societal institutions in the United States and around the world. The scope of Labor Studies is dictated by the needs and interests of workers and employees, including their individual, group and organizational problems in the workplace; their relationships with their employers; and their interactions with the larger community, economy, and polity.

A student majoring in Liberal Studies may earn the Concentration in Labor Studies by fulfilling the requirements of both programs. The Concentration is a nine-course (27-credit hour) program of study within the Liberal Studies Degree.

### Required Courses for Liberal Studies: (33)

Thirty-three semester hours of concentration at the 3000 or 4000 level as required for all Liberal Studies students to be selected in consultation with and agreement of advisor. Courses are to meet requirements in the following areas:

Natural Sciences	6
Humanities	6
Social Sciences	6
Artistic Creation	3
Interdisciplinary Colloquia	6
Foundations of Liberal Studies	6

When possible, these courses should be selected from the list of required and elective courses for Labor Studies. All courses must be completed with a grade of 'C' or better.

### Required Courses for Labor Studies Concentration: (12)

LBS 3001	Introduction to Labor Studies
Minimum of three courses (nine hours) to be chosen from the following: (additional courses from this list may be used to fulfill electives). To be chosen in consultation with and agreement of advisor.	
ECO 2023	Principles of Microeconomics
LBS 4101	Theories of the Labor Movement
LBS 4210	Women And Work
LBS 4501	Labor Law
LBS 4900	Directed Study in Labor Studies
SYO 4370	Work & Society

### Electives: (15)

To be chosen from the following in consultation with and agreement of advisor (some of these courses may require prerequisites).

#### Economics

ECO 2013	Principles of Macroeconomics
ECO 3303	Development of Economic Thought
ECO 4321	Radical Political Econ
ECO 4622	Economic Development of U.S
ECO 4701	World Economy
ECO 4733	Multinational Corporations
ECP 3203	Intro to Labor Economics
ECP 4204	Theory of Labor Economics
ECS 3402	The Political Economy of South America

#### History

AMH 2020	American History 1850-Present
AMH 3270	Contemporary U.S. History
AMH 4251	The Great Depression
AMH 4500	United States Labor History
EUH 4660	Modern Europe, 1789 to the Present
LAH 3200	Latin America: The National Period
LAH 4511	Argentina: 18th-20th Centuries
LAH 4600	History of Brazil

#### Industrial Engineering

EIN 4214	Safety in Engineering
EIN 4261	Industrial Hygiene

#### International Relations

INR 3004	Patterns of International Relations
INR 3043	Population and Society

#### Labor Studies

LBS 4150	Contemporary Labor Issues
LBS 4260	Union Leadership and Administration
LBS 4401	Labor Contract Negotiations
LBS 4461	Labor Dispute Resolution
LBS 4654	Comparative and International Labor Studies
LBS 4905	Topics in Labor Studies
LBS 4930	Topics in Labor Studies
LBS 5464	Labor Arbitration

#### Management

MAN 4410	Union-Management Relations
MAN 4610	International and Comparative Industrial Relations

#### Philosophy

PHI 2600	Introduction to Ethics
PHM 3200	Social and Political Philosophy

PHM 3400	Philosophy of Law
<b>Politics and International Relations</b>	
POS 3424	Legislative Process
POS 4071	Corporate Power and Politics
POS 4122	State Government and Politics
POT 3204	American Political Thought
POT 3302	Political Ideologies
PUP 4004	Public Policy (U.S.)
<b>Psychology</b>	
INP 2002	Introductory Industrial/Organizational Psychology
<b>Public Administration</b>	
PAD 3003	Intro to Public Administration
PAD 4223	Public Sector Budgeting
PAD 5427	Collective Bargaining in the Public Sector
<b>Global and Sociocultural Studies</b>	
SYA 3300	Research Methods
SYA 4010	Sociological Theories
SYO 4370	Work & Society
SYO 4530	Social Inequality
SYP 4421	Science, Technology and Society
<b>Statistics</b>	
STA 1013	Statistics for Social Services
STA 2122	Introduction to Statistics I
STA 3123	Introduction to Statistics II
<b>Theatre</b>	
SPC 2600	Public Speaking

---

## Course Descriptions

### Definition of Prefixes

LBS - Labor Studies

**LBS 3001 Introduction to Labor Studies (3).** History and development of labor, with emphasis on union development as a response to global industrialization and technological change. Includes the impact of "globalization" on jobs, the structure and function of worker organizations, the impact of technology, the struggle for working class and low-wage workers, and the impact of cross-national shifts of jobs and labor.

**LBS 3470 Labor Contract Administration (3).** Use of grievance procedure to administer a collective bargaining agreement. Identification, research, presentation and writing of grievance cases. Technical and legal role of union steward.

**LBS 3943 Internship in Labor Studies (3).** Practical training and experience in various aspects of labor organization policies, practices, and procedures through placement with a local labor organization. Reports and papers required. Prerequisite: Permission of the instructor.

**LBS 3949 Cooperative Education in Labor Studies (1-3).** One or two semesters of part or full-time work related to the major. Written reports and supervisor evaluations required. Prerequisite: Permission of Labor Studies Program.

**LBS 4101 Theories of the Labor Movement (3).** This course deals with theories which have attempted to

explain the origins, developments, and functioning of the labor movement.

**LBS 4150 Contemporary Labor Issues (3).** Studies of contemporary labor issues selected from such areas as collective bargaining, arbitration, mediation, legislation, regulative and administrative law, employment discrimination, and union grievances.

**LBS 4154 Workers and Diversity (3).** The theoretical debates surrounding the workforce participation of women and minorities as well as the historical position of these groups in the labor force are studied. Students explore social phenomena that contribute to the continuation of discriminatory practices and study and analyze the policies that attempt to address these issues. Prerequisites: Junior or Senior standing.

**LBS 4210 Women And Work (3).** The role of women in the workforce and issues for women in worker organizations with special emphasis examining the additional impact of race, class and sex on the economic and social standing of women at work.

**LBS 4260 Union Leadership and Administration (3).** Administration of labor organizations; labor policies and practices; legal requirements and financial administration of unions. Prerequisite: LBS 3001.

**LBS 4401 Labor Contract Negotiations (3).** A comprehensive study of collective bargaining with emphasis upon the private sector. Included will be negotiations and scope of contracts, day-to-day contract administration, and major bargaining issues.

**LBS 4461 Labor Dispute Resolution (3).** Theory and practice of dispute resolution in industry arbitration processes, grievances, mediation, fact-finding, and conciliation. Arbitration of industrial claims and disputes, commercial arbitration. Prerequisite: LBS 3001.

**LBS 4484 Classroom Conflict Resolution (3).** Investigate conflict and violence, and help students to develop strategies to defuse them in the classroom.

**LBS 4501 Labor Law (3).** Studies the history and current functioning of labor law with special emphasis upon the private sector.

**LBS 4610 Cross Cultural Dimensions of Latin American Labor Relations (3).** A survey of the issues, techniques, and professional competencies required to effectively understand and contribute to furthering fluid and productive labor management relationships in the hemisphere.

**LBS 4653 Labor Movements in Developing Countries (3).** The role that unions play in developing or recently developed countries; the relationship between economic development strategies and union structure/strategy; role of unions in representing popular social sectors; special emphasis on Latin American and Asian labor movements.

**LBS 4654 Comparative and International Labor Studies (3).** A study of labor issues from a comparative and international perspective with emphasis upon the impact of international organizations on labor relations systems and a comparison among major labor relations models.

**LBS 4900 Directed Study in Labor Studies (3).** Supervised reading and/or field research and training.

**LBS 4905/4930 Topics in Labor Studies (1-3).** Selected topics or themes in Labor Studies. The themes will vary from semester to semester. With a change in content, course may be repeated.

**LBS 4949 Cooperative Education in Labor Studies (1-3).** One or two semesters of part or full-time work related to the major. Written reports and supervisor evaluations required. Prerequisite: Permission of Labor Studies Program.

**LBS 5155 Workplace Diversity (3).** Students examine theoretical debates surrounding workforce participation of women and minorities; historical position of these groups in labor force; social phenomena that contribute to discriminatory practices and development of policies to eliminate discriminatory practices.

**LBS 5215 Women in the Workplace (3).** Students explore women's changing role in the U.S. and global economy. Special attention is given to the role of race, class, and ethnicity within the context of gender and work.

**LBS 5406 Collective Bargaining and Labor Relations (3).** A comprehensive study of major issues and themes in American collective bargaining. Includes origins of collective bargaining, labor law, unionization, contract negotiations patterns in contract content, impact of external laws, public sector unions, grievance arbitration and interest arbitration. Prerequisite: Permission of the instructor.

**LBS 5464 Labor Arbitration (3).** Study of labor dispute resolution with emphasis on grievances, fact-finding, and arbitration.

**LBS 5465 Introduction to Mediation (3).** Examines the role of mediation in resolving civil, commercial, family, public and workshop disputes. Incorporates mediation principles and skills, different approaches to mediation, and current research in mediation. Prerequisite: Permission of the instructor.

**LBS 5466 Family Mediation (3).** Provides a comprehensive understanding of conflict resolution, power and balances, emotional and psychological issues, negotiation techniques as well as the development of practical skills in the field of family mediation. Prerequisite: Permission of the instructor.

**LBS 5467 Civil Mediation (3).** A comprehensive understanding of the field of civil mediation as well as the development of the practical skills to be a civil mediator. Prerequisite: Permission of the instructor.

**LBS 5485 Fundamentals of Conflict Resolution (3).** Survey of the major contemporary theories of organizational functioning and the management of conflict within and among organizations in a globalized world. Theories that center primarily within the fields of dispute resolution, sociology, and social interaction/group theory will be emphasized. Prerequisite: Permission of the instructor.

**LBS 5486 The Dynamics of Conflict Management (3).** Investigate conflict and violence, and help students to develop strategies to defuse them in the classroom.

**LBS 5507 Labor and Employment Law (3).** Familiarizes the student with the legal issues and rules regarding unionization of employees, the collective bargaining process, the relationship between the employee and his/her union, and the administration of collective bargaining agreements. Examines the legal framework within which collective bargaining occurs and also familiarizes students with additional issues of rights in employment. Prerequisite: Permission of the instructor.

**LBS 5658 Labor Movements and Economic Development (3).** Relationships between unions and economic development strategies in developing/recently developed countries; emphasis on social movement unionism and unions in Latin America and Asia. Prerequisite: Permission of the instructor.

**LBS 5930 Topics in Labor Studies (1-3).** Selected topics or themes in Labor Studies. Themes will vary from semester to semester. With a change in content, course may be repeated. May include field work. Prerequisite: Graduate standing.

**LBS 5931 Topics in the Philosophy and Methods of Conflict Research (3).** Provides an examination of the philosophy, methods, and research in the field of conflict resolution. The particular content and orientation of the course may vary according to the particular focus examined. Prerequisite: Permission of the instructor.

**LBS 6906 Directed Individual Study (3).** Specialized intensive study in areas of interest to student. Student plans and carries out independent study project under the direction of faculty member. Topics must relate to content of Labor Studies or ADR. Prerequisite: Permission of the instructor.

**LBS 6945 Internship Labor Studies / Alternative Dispute Resolutions (3).** Practical training and experience in organization according to students needs and interests. Reports and papers required. Prerequisite: Permission of the instructor.