

University of Rhode Island

DigitalCommons@URI

---

Faculty Senate Bills

Faculty Senate

---

4-7-1983

## Proposal to Establish a Labor Relations, Labor Studies and Labor Studies Research Center and an Academic Program Leading to a Master of Science Degree in Labor Studies and Labor Relations

University of Rhode Island Faculty Senate

Follow this and additional works at: [https://digitalcommons.uri.edu/facsen\\_bills](https://digitalcommons.uri.edu/facsen_bills)

---

### Recommended Citation

University of Rhode Island Faculty Senate, "Proposal to Establish a Labor Relations, Labor Studies and Labor Studies Research Center and an Academic Program Leading to a Master of Science Degree in Labor Studies and Labor Relations" (1983). *Faculty Senate Bills*. Paper 1003.

[https://digitalcommons.uri.edu/facsen\\_bills/1003](https://digitalcommons.uri.edu/facsen_bills/1003)

This Legislation is brought to you by the University of Rhode Island. It has been accepted for inclusion in Faculty Senate Bills by an authorized administrator of DigitalCommons@URI. For more information, please contact [digitalcommons-group@uri.edu](mailto:digitalcommons-group@uri.edu). For permission to reuse copyrighted content, contact the author directly.

UNIVERSITY OF RHODE ISLAND  
Kingston, Rhode Island

FACULTY SENATE  
BILL

Adopted by the Faculty Senate

TO: President Frank Newman

FROM: Chairperson of the Faculty Senate

1. The attached BILL, titled Proposal to Establish a Labor Relations, Labor Studies and Labor Studies Research Center and an Academic Program Leading to a Master of Science Degree in Labor Studies and Labor Relations, is forwarded for your consideration.
2. The original and two copies for your use are included.
3. This BILL was adopted by vote of the Faculty Senate on April 7, 1983 (date).
4. After considering this bill, will you please indicate your approval or disapproval. Return the original or forward it to the Board of Governors, completing the appropriate endorsement below.
5. In accordance with Section 10, paragraph 4 of the Senate's By-Laws, this bill will become effective on April 28, 1983 (date), three weeks after Senate approval, unless: (1) specific dates for implementation are written into the bill; (2) you return it disapproved; (3) you forward it to the Board of Regents for their approval; or (4) the University Faculty petitions for a referendum. If the bill is forwarded to the Board of Governors, it will not become effective until approved by the Board.

April 8, 1983  
(date)

*James Findlay*  
James Findlay  
Chairperson of the Faculty Senate

---

ENDORSEMENT

TO: Chairperson of the Faculty Senate

FROM: President of the University

1. Returned.
2. a. Approved \_\_\_\_\_.
- b. Approved subject to final approval by Board of Governors \_\_\_\_\_ ✓  
(11-3-83)
- c. Disapproved \_\_\_\_\_.

4/25/83  
(date)

*F. Newman*  
President

UNIVERSITY OF RHODE ISLAND  
Kingston, Rhode Island

FACULTY SENATE

On April 7, 1983, the Faculty Senate approved the attached proposal for an M.S. in Labor Studies and Labor Relations and a Center for Labor Relations, Labor Studies and Labor Research as follows:

- 1) That the program be ranked as first;
- 2) That the program be designated as B in accordance with 8.85.23 of the University Manual ("approval class B would recommend that proposed new programs compete for resources on an equal basis with all other university activities").

A PROPOSAL TO ESTABLISH A LABOR RELATIONS, LABOR STUDIES  
AND RESEARCH CENTER  
AND AN ACADEMIC PROGRAM LEADING TO A  
MASTER OF SCIENCE DEGREE IN LABOR STUDIES AND LABOR RELATIONS AT THE  
UNIVERSITY OF RHODE ISLAND

MAY 1981

Revised, December 1982

Labor Relations Research Center p. 12

Master of Science in Labor Studies and Labor Relations p. 14

Budget p. 19

Appendices are available for review in the Faculty Senate Office.

Part I

Proposal for a Labor Relations, Labor Studies, and Labor Research Center

It is proposed that the University of Rhode Island develop a specialized administrative and educational unit devoted exclusively to the study and teaching of subjects broadly defined as labor relations and labor studies. The terms encompass "all aspects of work and employment relationships. It includes the concepts of human resources -- their commitment, development, application, motivation, utilization, and conservation. It includes the setting (economic, political, social, and organizational) in which human resources are employed. It includes structures and process, statics and dynamics."\* This definition also includes (by way of example):

- (1) Academic subject areas of labor and human resource economics, labor law and protective labor legislation, collective bargaining, trade union history and administration, dispute settlement, personnel management, organizational behavior, industrial psychology, industrial sociology, economic and social and labor history and others.
- (2) Human Resource Development: instructional, experimental and research programs related to the needs of workers and potential workers, including the unemployed, underemployed, and unskilled. "Human resources," by definition, includes women, minorities, and special groups as integral members of the labor pool.\*\*
- (3) Worker and Management Continuing Education Program.
- (4) Applied and Theoretical Research in labor, industrial relations, human resources, and related disciplines.

It is expected that the activities of this unit will be tri-partite (labor-management-public) with a broad base of service to labor; to public and private sector management and to public groups within both the private and public sectors of the economy. It is further expected that this unit will support (by education, training, and research) existing governmental, educational and volunteer activities; and furthermore, duplication is not desirable. "Working" labor, management and other Advisory Committees will be mandatory\*\*\*

\*H.G. Heneman, Jr., "Conceptual Systems of Industrial Relations," University of Minnesota, Industrial Relations Center, Reprint 57, Undated.

\*\*e.g., Part-time workers, housewives, the elderly, teenagers, migrant workers, the handicapped, prisoners, illegal aliens, immigrants, etc.

\*\*\*Proposed Advisory Committees: (1) Labor; (2) Management; (3) Human Resources; (4) Public; (5) Academic; (6) Interinstitutional

Program requirements: Thesis option (30 credit hours) to include four courses at the 500 level, at least two of which must be colloquia, nonthesis option (30 credit hours) to include five courses at the 500 level, at least two of which must be colloquia and one must be a seminar. Both options require an oral examination. The non-thesis option also requires a four-hour written examination. Two courses in a related field are allowed.

REPORT OF THE NEW PROGRAM REVIEW COMMITTEE

March, 1983

b. Delete

HIS 501: Colloquium on European History  
HIS 521-522: Readings and Research in European History  
HIS 535: Colloquium in American History  
HIS 540: Seminar in American Colonial History  
HIS 541: Seminar in 19th Century American History  
HIS 542: Seminar in 20th Century American History  
HIS 543: Seminar in U.S. Foreign Policy  
HIS 550: Seminar in Black Nationalism  
HIS 560: Seminar in Research in Local History  
HIS 580: Seminar in Colloquium in Latin American History

c. Add (New)

HIS 500 Colloquium in Selected Topics in History I or II,3  
Intensive study of major interpretive works in various thematic, cross-national topics. (Sem) Pre: Graduate or senior standing, permission of instructor. Staff

HIS 505 Seminar in Selected Topics in History I or II,3  
Intensive research on selected thematic, cross-national topics. (Sem) Pre: Graduate or senior standing, permission of instructor. Staff

The New Program Review Committee met on March 3, 1983 and considered proposals for two programs forwarded by the Graduate Council and the Research Policy and Facilities Committee.

The New Program Review Committee agrees that both programs are of high academic quality and are central to the mission of the University and recommends that the Faculty Senate approve both programs as follows:

A. Master of Science in Labor Studies and Labor Relations and Labor Relations, Labor Studies and Labor Research Center

- 1) That the program be ranked as first;
- 2) That the program be designated B in accordance with 8.85.23 of the University Manual ("approval class B would recommend that proposed new programs compete for resources on an equal basis with all other university activities").

B. Master of Fine Arts in Studio Art

- 1) That the program be ranked as second;
- 2) That the program be designated B in accordance with 8.85.23 of the University Manual ("approval class B would recommend that proposed new programs compete for resources on an equal basis with all other university activities").

Rationale: The New Program Review Committee recommends that the M.S. degree in Labor Studies and Labor Relations and the Labor Center be ranked ahead of the Master of Fine Arts in Studio Art on the grounds that it is more fully developed and ready for implementation.

Members of the Committee:

Marguerite Bumpus  
Lucille Cameron  
James Findlay  
Robert Gutchen  
Joan Halpin  
Richard Hull  
Robert MacMillan  
Barry Marks  
Aloys A. Michel  
M. Beverly Swan, Chairperson  
Tom Towers  
Norris Wood

CORE III

LRS	542	A. Labor Relations and Collective Bargaining: Private Sector	(3)
LRS	543	B. Labor Relations and Collective Bargaining: Public Sector	(3)
LRS	541	C. Labor Relations Law	(3)
LRS	545	D. Labor Dispute Settlement	(3)

Other Required Courses:

LRS	580	A. Professional Seminar: Labor Relations	(3)
		Total	(36)

Up to 12 credits in graduate-level courses other than those specified above may be substituted for any of these courses (except LRS 580 Professional Seminar: Labor Relations) upon the approval of the Program Director. The approval for such substitution(s) shall be based upon evidence that the student has satisfied the requirements of such courses. This evidence shall be based upon a combination of possible factors including: proficiency examinations, and/or experience and/or previous course work. However, any student electing such a substitution will continue to be responsible for the successful completion of the Core examinations in all 3 Core areas required of all students.

Students electing a substitute program must establish that the substitute course or series of courses is professionally related and supportive of the study of Labor Relations -- very broadly defined. Substitute courses may be from several different areas/fields/disciplines, or within one discipline (e.g., Economics), or interdisciplinary but with a common focus (e.g., Human Resources, Conflict-Resolution, Labor in Politics, Comparative Labor Relations Systems/Movements, Class Conflict, Trade Union History, Public Sector Collective Bargaining, etc.).

- Graduate Level Course Work in Labor Relations as Elective Cognates to Other Master's Level Work: It is expected that graduate students at the University of Rhode Island (and perhaps Rhode Island College) who are enrolled in other graduate degree programs may choose to elect one or several Labor Relations graduate courses to supplement their major concentrations. This probability is most likely within the University's MBA and MPA programs but is also a viable and likely option for certain students in Economics, Education, Urban Planning, Industrial Engineering, Political Science, Psychology, Sociology, History, and perhaps other fields.
- Estimated Enrollment and Sources of Students: Once the above programs (1 and 2 above) are established (program approval and faculty assigned) and advertised (about a 1-year lead time), it is reasonable to assume a target of approximately 75 students enrolled in Master's level degree programs and course work at any

one time thereafter. Of these, approximately 25 would be residential, full-time MSLR candidates, 25 part-time MSLR candidates, and 25 electing Labor Relations courses as a cognate to other graduate programs or as "Special" graduate students (i.e., enrolled for particular professional work, but not degree candidates).

Residential full-time degree students are expected to be drawn from a national student market and most specifically from the Northeast area - especially Rhode Island and Southern New England. Part-time degree and non-degree students will be drawn from Rhode Island, Southern Connecticut and Southeastern Massachusetts. There is no competitive/comparable Master's degree program within this region.

Since the study and subject matter of labor, industrial relations and human resources are multi-disciplinary and cut across present URI college and departmental lines, it is desirable that the proposed Labor Relations Program, Labor Studies and Research Center be organizationally independent from existing College and Department jurisdictions and yet be able to draw upon and to interact with the resources of the total University and College system and the existing multi-disciplinary capabilities of the academic departments and various research centers such as Economics, Management, Sociology, Psychology, Industrial Engineering, Political Science, Education, History, Journalism, Agriculture Extension, Cooperative Extension, Nursing, Bureau of Business and Economic Research Center, and others throughout the State -- public and private.

To fulfill this organizational objective, it is strongly recommended that the proposed Center be organizationally responsible to the Provost for Public Policy and Public Service, with the graduate academic programs logically remaining within the jurisdiction of the Graduate School and Graduate Faculty. Additionally, the Center's budget must also be independently established and administered, utilizing funds and resources from other College, Departments, and Research Centers when faculty or research is shared or services rendered.

The proposed Center of Labor Relations, Labor Studies and Research would have three (3) basic components:

- (1) Academic (credit/degree)
  - Masters of Science in Labor Relations
- (2) Continuing Education (non-credit)
  - Labor (worker) Education
  - Management Education in Labor Relations and Personnel Management
- (3) Labor Relations Research and Information Exchange
  - Applied and Institutional Research
  - Labor Relations Data and Information Service for Labor and Management

PART II

MASTER OF SCIENCE DEGREE IN LABOR STUDIES AND LABOR RELATIONS<sup>1</sup>

1. Master of Science in Labor Relations (MSLR): The Master of Science degree is designed as a 36-hour, multi-disciplinary professional program (plus 6 hours of statistics/computer science which may be satisfied by prior course work or examination). It is designed for the union, government, or management labor relations professional (or students who aspire to these labor relations positions). As such, the required course work is largely prescribed leading to a set of required common terminal examinations for all degree candidates. It is expected that most of the courses shall be offered in the late afternoon or evening both at the Kingston Campus and at the University's College of Continuing Education.

The "Core" common examinations shall be in the following areas:

- I. History and Structure of Trade Unions (U.S. and International) and Evolution/History of the Working Class
- II. Labor and Human Resource Economics and Protective Legislation/Programs
- III. Collective Bargaining, Labor Law, and Dispute Settlement.

Required Courses: (New Courses; 500- Level)  
(LRS and Cross listed with Department where appropriate.)

CORE I

HST/LRS	544	A. Colloquium in Labor History	(3)
LRS	520	B. Labor Union Government and Structure	(3)
LRS	521	C. International and Comparative Trade Unions and Labor Relations	(3)
SOC/LRS	532	D. Sociology of Work Organizations	(3)

CORE II

ECN/LRS	529	A. Human Resource Economics I	(3)
ECN/LRS	530	B. Human Resource Economics II	(3)
LRS	531	C. Protective Labor Legislation	(3)

<sup>1</sup>Program title changed from Master of Science degree in Labor Relations to Master of Science degree in Labor Studies and Labor Relations at request of program originators.

BUDGET

A. PERSONNEL

1. Program Director \$5,000 - 9,000

Additional funds for Directorship:

Because the Labor Studies Program Director will have responsibilities during the summer, it will be necessary to convert his/her contract from academic year to calendar year or to provide monies for summer recontracting.

Assumptions:

- Director will maintain attachment to College and Department of record while serving as Director of Labor Studies Program and Center;
- Director will teach agreed upon load both in Labor Studies Program and in home department (possibly cross-listed courses);
- Regular salary will still be absorbed by College/Department for a two-year period.

2. Faculty \$10,000

- Most courses will be taught in load by regular faculty in cooperating departments (see Appendix IV) or on an overload basis through the College of Continuing Education.
- Additional monies will be required for part-time lecturers and guest speakers (250).

3. Clerical \$12,954

- Senior Clerk Typist (beginning step)  
Salary (\$10,618 + 22% [\$2,336] fringe)

4. Graduate Assistantships \$ 8,400

- Two @ \$4,700

PERSONNEL SUBTOTAL \$36,354 - 40,354

B. OPERATING

321	Postage	\$200
322	Telephone & Telegraph (2 instruments)	900
323	Office Expenses	1,000
324	Dues and Subscriptions	500
331	Printing	800
341	In-state Travel	500
342	Out-of-state Travel	1,000
382, 383, 432	Equipment/Supplies	1,300

OPERATING SUBTOTAL \$6,200

C. CAPITAL

This one-time capital budget is necessary for program setup.

•	2 desks, chairs	\$ 600
•	2 file cabinets	288
•	1 conference table/chairs	520
•	1 dictaphone/transcriber	570
•	4 office chairs	200
•	2 bookcases	220

CAPITAL SUBTOTAL (one-time) \$2,398

BUDGET TOTALS:

Personnel	\$36,354 - 40,354
Operating	6,200
Capital (one-time)	2,398

GRAND TOTAL \$44,952 - 48,952



COURSES FOR M.S. IN LABOR RELATIONS

LRS 520 Labor Union Government and Structure (I and II,3) Structure, functions, responsibilities, and programs of unions and union leadership. Emphasis on policies and decision-making. Evaluation of labor and management performance. Consideration of administrative problems associated with growth of white collar unions. (Lec. 3) Pre: 544 or concurrent enrollment. Staff

LRS 521 (or PSC 521) International and Comparative Trade Unions and Labor Relations (I or II,3) Comparative labor and industrial relations systems, including union, management and government functions and roles; also the functions of international organizations in labor relations. (Lec. 3) Pre: 544, 520 or permission. Staff

ECN 529 (or LRS 529) Human Resource Economics I (I,3) Introduction to the theoretical and empirical literature related to human resource policy. Topics include human capital, segmented labor markets, and development and impact of unions. Pre: ECN 125 and 126. Staff

ECN 530 (or LRS 530) Human Resource Economics II (II,3) Analysis of key legislation and public programs affecting the structure and function of labor markets. In particular, policies and programs related to training and education, wage determination, job search and unemployment. (Lec. 3) Pre: 529. Staff

LRS 531 Protective Labor Legislation (I or II,3) Analysis of legislation protecting worker health, employment, income security; including OSHA; worker's compensation; equal opportunity; fair labor standards; Walsh-Healy and Davis-Bacon; pension funds; unemployment compensation; and social security. (Lec. 3) Pre: 530 or permission of department. Staff

SOC 532 (or LRS 532) Sociology of Work Organizations (II,3) The social structure of industrial organizations; institutional patterns of conflict and cooperation; the impact of the political process; current issues in industry. (Lec. 3) Pre: Graduate standing or permission of the department. Gersuny

LRS 541 Labor Relations Law (I or II,3) Legal framework for private and public sector collective bargaining. Regulation of activities with emphasis on individual rights, collective rights and policy considerations of Federal and State courts, the NLRB, and State Labor Boards in determining society's rights. Case studies. (Lec. 3) Pre: 544 and 529, 530 or concurrent registration. Staff

LRS 542 Labor Relations and Collective Bargaining: Private Sector (I or II,3) Private sector collective bargaining literature theories and practice. Bargaining approaches, techniques and dynamics will be stressed through the analysis of comprehensive case studies. (Lec. 2, Lab. 2) Pre: 541 and 544 or permission. Staff

LRS 543 Labor Relations and Collective Bargaining: Public Sector (I or II,3) Public sector collective bargaining (state, municipal, federal, police, fire, K-12 education and higher education) theory, practice and legal foundations. Comprehensive case studies. (Lec. 2, Lab. 2) Pre: 542 or concurrent or permission. Staff

HIS 544 (or LRS 544) Colloquium in Labor History (I or II,3) Selected topics in American labor history with an emphasis on the most recent literature in the field. (Sem. 3) Pre: Graduate standing or permission of instructor. Findlay or Strom

LRS 545 Labor Dispute Settlement (II,3) Reading, procedures and cases in the settlement of labor disputes, both private and public sectors. Emphasis on arbitration, mediation and fact-finding. (Lec. 3) Pre: 541, 542 or permission. Staff

LRS 580 Professional Seminar: Labor Relations (I or II,3) Advanced labor relations seminar of variable coverage and focus; adjusted yearly to consider most recent labor relations developments. Major research paper required. Open only to MSLR candidates in their final semester. (Sem. 3) Pre: final semester MSLR candidates only by permission. Staff