

# OTHER ACADEMIC PROGRAMS

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# The Division of Labor Studies (DLS)

## Introduction

Indiana University has been a leader in labor education for more than 50 years. Our credit courses are offered at eight Indiana University campuses and worldwide via the Internet. The faculty members of the Division of Labor Studies (DLS) bring academic expertise and valuable union experience to their instruction.

Labor studies is an interdisciplinary field. It draws from the fields of history, economics, industrial

relations, political science, law, sociology, communication, and philosophy, as well as other disciplines. The Division of Labor Studies educates workers and future workers to strengthen the labor movement and provide a richer understanding of its functions in society. Our faculty members teach essential tools for the advancement of trade unionism with the view that working peoples' efforts to achieve workplace rights and equity are central to the development of our nation and, indeed, the world.

As you will see in this bulletin, the DLS is a fully accredited program offering the following for-credit options:

- Bachelor of Science in Labor Studies
- Associate of Science in Labor Studies
- Certificate in Labor Studies
- Minor in Labor Studies

Students in the DLS who demonstrate competency in one or more specific areas may apply to receive credit for prior learning.

We also offer a large selection of noncredit courses and programs tailored to the interests and needs of working people and their unions.

Alumni of the DLS hold a multitude of positions, including the following: union president, bargaining committee chairperson, education director for an international union, director of organizing, union staff representative, occupational health and safety inspector, labor journalist, labor lawyer, labor educator, National Labor Relations Board staff member, executive director of a nonprofit organization, and community organizer.

## Degrees

### Credit Hour Requirements

	Labor Studies Core Courses	Additional DLS Requirements	Arts and Humanities	Science and Math	Social and Behavioral Sciences	Additional Credit Hours <sup>1</sup>	Electives	Total Credit Hours
Bachelor of Science	15	27	12 <sup>2</sup>	15 <sup>3</sup>	12 <sup>4</sup>	12	27	120
Associate of Science	15	12	12 <sup>2</sup>	6 <sup>5</sup>	9 <sup>4</sup>	0	6	60
Certificate	15	3	3	3	3	3	0	30
Minor								15

### Degrees and Minor

For the Bachelor of Science in Labor Studies, students must earn 30 credit hours in 300- and 400-level courses, and at least 12 of these 30 credit hours must be earned in Division of Labor Studies courses. At least 24 credit hours must be earned from Indiana University. No more than 21 credit hours may be earned within a single subject other than labor studies. Credits earned through prior learning, DANTES (Defense Activity for Nontraditional Education Support), and CLEP (College-Level Examination Program) cannot be applied to these requirements. Please consult with your advisor about how best to meet the requirements in the three required areas of learning outside the Division of Labor Studies, as these requirements may vary by campus.

*For the Associate of Science in Labor Studies*, at least 12 credit hours must be earned from Indiana University. No more than 15 credit hours may be earned within a single subject other than labor studies.

*A minor in labor studies* requires completion of 15 credit hours in the Division of Labor Studies. Course requirements vary by campus and the school of your major. Contact the Division of Labor Studies office on your campus for further information.

### Electives

Any course offered by IU fulfills elective requirements. Students are encouraged to focus their elective course work in related subjects to complete a minor concentration.

### Grades

An overall minimum grade point average of 2.0 (a C average) must be maintained. Courses in which grades of D are received do not count toward DLS and required areas of learning but do count as electives.

### Required Areas of Learning

The following are representative subjects in the three major required areas of learning:

#### Arts and Humanities

African American and African Diaspora Studies  
Classical Studies  
Comparative Literature  
English  
Fine Arts  
Folklore and Ethnomusicology  
History  
History and Philosophy of Science  
Journalism  
Languages  
Music  
Philosophy  
Religious Studies  
Speech and Communication  
Theatre and Drama

#### Science and Mathematics

Astronomy  
Biology  
Chemistry  
Computer Science  
Geological Sciences  
Mathematics  
Physics  
Psychology<sup>6</sup>  
Zoology

#### Social and Behavioral Sciences

Anthropology  
Economics  
Geography  
Linguistics  
Political Science  
Psychology<sup>6</sup>  
Sociology

For the A.S. and B.S. in Labor Studies, courses within each major area must be in at least two different subjects.

For information about subjects not listed here, contact your academic advisor.

<sup>1</sup> Courses must be from one of the three required areas of learning.

<sup>2</sup> ENG W131 and one additional writing course required.

<sup>3</sup> One computer course required.

<sup>4</sup> One course in economics required. L230 meets requirement.

<sup>5</sup> One computer course recommended.

<sup>6</sup> Psychology P101 may be applied as either Science and Mathematics or Social and Behavioral Sciences. See your advisor.

## Labor Studies Online

Through the *Labor Studies Online* program, the Division of Labor Studies offers online courses and degrees to meet the needs of students seeking distance education opportunities. With the wide array of online course offerings, it is possible for students to fulfill degree requirements for all Labor Studies degrees entirely online.

### Labor Studies Online—Courses

*Labor Studies Online* courses are very similar to our classroom courses in content and workload. As in a classroom, online students complete readings and other assignments and then discuss them with their instructor and classmates. The difference is that these discussions take place completely online through the IU Oncourse system ([oncourse.iu.edu](http://oncourse.iu.edu)).

*Labor Studies Online* courses are designed to be very flexible. Students log into their courses on a regular basis but not at designated times. Online discussions take place in “threaded discussion forums,” where students and instructors interact with one another at various times throughout the week—each logging into the class at times convenient to them.

*Labor Studies Online* courses include students from all eight IU campuses and are available to students 24 hours a day, seven days a week. Our courses are offered on a semester schedule during IU’s 15-week fall and spring semesters and 6-week intensive summer sessions.

### Labor Studies Online—Faculty

The *Labor Studies Online* faculty includes IU campus-based Division of Labor Studies faculty and nationally and internationally known figures. In addition to DLS faculty from six IU campuses, the DLS offers students opportunities to study online with the following:

- Bruce Feldacker, labor attorney and author of *Labor Guide to Labor Law*
- Eric Lee, founder and director of LabourStart.org, a clearinghouse for international labor news
- Leonard Page, former general counsel for the National Labor Relations Board
- Lynn Williams, former international president of the United Steel Workers of America
- Michael Yates, economist and author of *Why Unions Matter*

### Labor Studies Online—Logistics

Students enroll in *Labor Studies Online* classes the same way they enroll in classroom courses—through the registrar at an IU campus. Faculty advisors provide guidance to *Labor Studies Online* students throughout their course of study. On most campuses, the tuition and fees for online classes are the same as for traditional classroom courses.

## DLS Financial Aid Programs

The *Gerald Bepko Education Assistance Fund* provides financial assistance for tuition to students based on need. Funding can be applied to credit and

noncredit courses and is available to full-time and part-time students. Students applying for assistance for credit courses must be majors in the Division of Labor Studies.

The *Eugene V. Debs Scholarship Fund* is currently being established by the Division of Labor Studies. Please check with your advisor about its availability.

Other financial aid opportunities are available. Contact the IUPUI Office of Student Financial Aid Services at (317) 274-4162. Web: [www.iupui.edu/~finaid/index.php](http://www.iupui.edu/~finaid/index.php).

## Academic Policies

It is the responsibility of the student to be aware of all published academic regulations.

### Grades

Division of Labor Studies instructors may assign plus and minus grades. Letter grades carry the following grade points:

A and A+	4.0
A–	3.7
B+	3.3
B	3.0
B–	2.7
C+	2.3
C	2.0
C–	1.7
D+	1.3
D	1.0
D–	0.7
F	0.0

### Grade Point Average

Grade point averages (GPAs) are computed by multiplying the grade points for the letter grade received by the number of credit hours for each course, adding these points, then dividing by the total credit hours. The GPA of a student who has earned a C+ and a B, each in 3 credit hour courses, would be computed as follows:

$$(2.3 \times 3) + (3.0 \times 3) = 15.9$$

$$15.9 \div 6 \text{ (credit hours)} = 2.65 \text{ GPA}$$

**Incompletes** can be requested by students who are faced with unforeseen circumstances and are unable to complete the course work. Incompletes are evaluated by the instructor on a case-by-case basis. The grade of Incomplete (I) will be removed from the student’s record when the required course work has been satisfactorily completed. The student is expected to make up the incomplete course work by the end of the next regular semester, or earlier if stipulated. Incompletes not removed within the time specified automatically change to an F one calendar year after the Incomplete is given.

**Withdrawal from Courses** Because periods and deadlines for withdrawal from courses may vary by campus and/or school, students should check with the current campus Schedule of Classes to verify deadlines and procedures.

**Retaking Courses Previously Failed—FX Policy** Undergraduates who have retaken a previously failed course may, upon requesting implementation of the FX policy, have only the second grade in that course counted in the determination of their grade point average. The student’s transcript records both grades; the original grade is marked FX. The total number of FX credit hours allowed may vary by campus.

**Pass/Fail Option** Participants who are working toward a bachelor’s degree and are in good standing (not on academic probation) may take up to eight elective courses on a Pass/Fail basis (no letter grade assigned). A Pass/Fail course may not be used to satisfy any of the area requirements, nor may it be counted as a part of the participant’s course requirements. Pass/Fail courses may, however, be used to meet the 300- to 400-level course requirement. Decisions to take courses Pass/Fail must be made no later than the seventh week of classes for regular sessions and no later than midway through any summer session.

A grade of P is not counted when computing grade point averages. A grade of F is computed. A grade of P cannot be changed later to a grade of A, B, C, or D.

### Electives

Any course offered by IU fulfills elective requirements. Students are encouraged to concentrate their elective course work in related subject fields and to consult their academic advisor.

### Academic Standing

The completion of 0 to 25 credit hours signifies freshman class standing; 26 to 55 credit hours, sophomore; 56 to 85 credit hours, junior; and 86 or more credit hours, senior class standing.

### Dean’s List

All undergraduate students majoring in labor studies who achieve a 3.5 grade point average (GPA) or higher during a fall or spring semester are placed on the Dean’s Honor List. Part-time students will be placed on the list if they achieve a 3.5 GPA or higher for at least 6 consecutive credit hours. These honor students will receive letters from the dean recognizing their meritorious efforts.

### Graduation

Degrees are awarded every December, May, June, and August (conferral times vary by campus). Participants expecting to graduate must file written notice of intent, citing the degree and expected date of graduation, with the appropriate Division of Labor Studies office at least three months prior to graduation.

### Graduation with Honors

Participants who complete a minimum of 30 credit hours for the Associate of Science in Labor Studies or 60 credit hours for the Bachelor of Science in Labor Studies at Indiana University will graduate with honors if they attain the appropriate grade point averages. On most campuses, an average GPA of 3.90 or higher is recognized with highest distinction, 3.75 to 3.89 with high distinction, and 3.50 to 3.74 with distinction. No more than 10 percent of a class can be graduated with honors.

## Confidentiality of Student Records

All student records are kept in the strictest confidence. Please refer to the Code of Student Rights, Responsibilities, and Conduct: [www.dsa.indiana.edu/Code/index.html](http://www.dsa.indiana.edu/Code/index.html).

## Cheating and Plagiarism

For regulations, refer to [www.labor.iu.edu](http://www.labor.iu.edu).

## Academic Probation

Students are automatically placed on academic probation when their cumulative grade point average for a full-time semester or 12 consecutive credit hours of work falls below 2.0. Their course work will be evaluated upon completion of an additional 12 credit hours at Indiana University. Participants are removed from probationary status if their grade point average for these 12 credit hours increases to at least 2.0 and if their cumulative grade point average increases to at least 2.0. If the cumulative grade point average remains below 2.0, probationary status continues for another 12 credit hour segment of work, during which time the cumulative grade point average must be raised to at least 2.0. If it is not, the student will be dismissed from the university. Students admitted on a provisional basis may be dismissed if they fail to achieve a minimum GPA of 2.0 during the first 12 credit hours of course work completed.

## Dismissal

Students are dismissed from the university whenever their grade point average for a full-time semester or for 12 credit hours of course work falls below 1.0 and their cumulative grade point average falls below 2.0. Probationary students are dismissed if their grade point average for the additional 12 credit hours of course work falls below 2.0. Students whose probationary status has been continued for a second 12 credit hour unit of course work and who fail to achieve a cumulative grade point average of at least 2.0 after completing this unit are also dismissed.

## Academic Forgiveness Policy for Former IU Students and Students Dismissed from Other Institutions

For students with academic deficiencies in previous Indiana University course work and students who were dismissed from other postsecondary institutions, please see [www.labor.iu.edu](http://www.labor.iu.edu).

## Credit for Prior Learning

Students entering the Division of Labor Studies may be awarded academic credit for previous college-level learning and life experience. The awarding of credit for prior learning varies by individual student, degree program, and campus. The general guidelines for awarding credit for prior learning are as follows:

## Bachelor of Science Degree

Up to 30 credit hours may be awarded for Self-Acquired Competency in courses such as the following:

- Collective Bargaining
- Grievance Representation
- Leadership and Representation

## Associate of Science Degree

Up to 15 credit hours may be awarded for Self-Acquired Competency.

## Self-Acquired Competency in Labor Studies Courses

**Self-Acquired Competency (SAC)** can be awarded for learning gained outside of the university setting, such as learning derived from union activities.

Students must demonstrate and document that their learning is equivalent to college-level material. To be considered for SAC, students must:

- Be admitted to the DLS and have successfully completed 4 DLS credit hours before applying for SAC.
- Be in good academic standing.
- Prepare an extensive portfolio under the guidance of a faculty member.
- Be interviewed and approved by two faculty members of the DLS.
- Pay tuition for the academic credit awarded.

## Applying Credit for Prior Learning

**Military or law enforcement training** may be awarded for up to 6 credit hours upon submitting the DD-214 forms.

**The College Level Examination Program (CLEP)** can be taken in a variety of subjects. Credits will be awarded to students based on Indiana University guidelines.

**Several noncollegiate educational programs**, which appear in *The National Guide to Educational Credit for Training Programs*, will be seriously considered.

**Previously awarded credit within the IU system** is honored by the DLS.

## Transfer of Credit

Credit earned at other institutions will be evaluated by the appropriate Indiana University admissions office. If the course work is in the field of labor studies, it will be evaluated by the DLS. The DLS will prepare a detailed plan of study for each transfer student.

## Union Education Program

The Division of Labor Studies offers an extensive noncredit program, the Union Education Program (UEP). The UEP offers workshops, short courses, and conferences that emphasize the development of union skills. UEP courses, scheduled to suit the needs of local unions and Central Labor Councils, often meet on Saturdays for three

to eight consecutive weeks and are held in union halls and on IU campuses. The members of the DLS faculty travel across the state to teach UEP courses.

The DLS offers dozens of UEP courses and can design a course to meet any union's needs. Some of the course offerings include:

- Arbitration
- Collective Bargaining
- Contract Campaigns
- Family and Medical Leave Act
- Grievance Handling/Steward Training
- Indiana Workers' Rights
- Labor Law
- Legal Rights of Union Stewards
- Mobilizing the Membership
- Occupational Safety and Health
- Researching a Company/Employer
- Union Officers' Training
- Workers' Compensation

The UEP does not have admission requirements, tests, or grades. There is a nominal charge. Courses are tailored to meet the needs of a local or international union, with enrollments then limited to the contracting union. Contact the IU campus nearest you to inquire about the UEP. Participants who complete 150 hours in the UEP are awarded a Certificate of Recognition.

## Service to the Indiana Community

*Indiana School for Union Women* is an annual, statewide, two-day conference designed to strengthen leadership skills in and to build solidarity among union women. This popular spring event creates supportive networks and includes diverse cultural events.

*Institute for the Study of Labor in Society (ISLS)* supports interdisciplinary research and offers technical service on labor policy and strategy issues. Serving as a resource center and clearinghouse on unions and the economic and social context of work, ISLS examines a wide perspective of labor issues, including economic policy, market research, public opinion, and worker education programs.

*Labor Education Advisory Committees*, established on all DLS campuses, consist of union and community leaders who advise the DLS on credit and noncredit programming needs. A statewide advisory committee consisting of key labor leaders across Indiana assists the DLS in shaping its long-term plans.

*The Labor History Map of Indianapolis*, produced by the DLS in cooperation with the Central Indiana Labor Council, highlights the contributions, experiences, and struggles of working people in the Indianapolis community.

*Labor in the Schools* teaches elementary and high school students the importance of labor unions. Funded by donations and coordinated on the South Bend campus, the program sends volunteer speakers across northern Indiana to address the historical and current struggles to achieve justice for working people.

*The Labor Law Conference* is a statewide, daylong event held annually in autumn in Indianapolis. In addition to featuring nationally known keynote speakers, workshops address the everyday practical needs to defend workers' rights on the job.

*The Midwest School for Women Workers* gathers women from five Midwestern states for a weeklong conference. This event is sponsored by the United Association for Labor Education, the AFL-CIO, and the Coalition for Labor Union Women. It is held in a different location in the Midwest each summer.

*The Organize Indiana Project (OIP)* provides education, support services, and resources for unions to achieve increased success in organizing drives, first contract campaigns, and other areas related to union organizing. The OIP website, [www.organizeindiana.org](http://www.organizeindiana.org), was developed by the DLS and rank-and-file organizers and is the "go-to" site for organizing needs.

*Paid Education Leave (PEL)* provides members of the United Automobile Workers in Indiana and Kentucky with an intensive, weeklong labor studies program focused on the dynamic auto industry. This General Motors/UAW-sponsored school is held 19 weeks a year.

*Swingshift College* provides shift workers and nontraditional students with flexible course schedules and extensive student support services, which include videotaped courses and tutoring. Initiated in 1993 in response to the educational benefits provided to steelworkers, Swingshift College is offered through the DLS at IU Northwest in Gary in cooperation with the Institute for Career Development. It has expanded to include all students who need a student-centered program that combines academic excellence with life lessons.

## Courses

The courses are divided between core courses (all 100- and 200-level courses, except L190, L199, L290, and L299) and advanced courses (300-400 level).

### Core Courses

**L100 Survey of Unions and Collective Bargaining (3 cr.)** A survey of labor unions in the United States, focusing on their organization and their representational, economic, and political activities. Includes coverage of historical development, labor law basics, and contemporary issues.

**L101 American Labor History (3 cr.)** A survey of the origin and development of unions and the labor movement from colonial times to the present. The struggle of working people to achieve dignity and security is examined from social, economic, and political perspectives.

**L110 Introduction to Labor Studies: Labor and Society (3 cr.)** This course will introduce students to the interdisciplinary and advocacy approach of labor studies. Exploring labor's role in society, the class will look at how unions have changed the lives of working people and contributed to better social policies. Discussions will highlight the relationship of our work lives to our nonwork lives and will look at U.S. labor relations in a comparative framework.

**L190 The Labor Studies Degree (1 cr.)** Required for all DLS majors. This course will provide an introduction to the Labor Studies degree and to the knowledge and skills needed by students to progress toward a degree in a reasonable time frame. Students will learn how to build a plan of study that takes advantage of both credit for prior learning and new learning opportunities.

**L200 Survey of Employment Law (3 cr.)** Statutes and common-law actions protecting income, working conditions, and rights of workers. Topics include workers' compensation, unemployment compensation, fair labor standards, Social Security, retirement income protection, and privacy and other rights.

**L201 Labor Law (3 cr.)** A survey of the law governing labor-management relations. Topics include the legal framework of collective bargaining, problems in the administration and enforcement of agreements, and protection of individual employee rights.

**L203 Labor and the Political System (3 cr.)** Federal, state, and local governmental effects on workers, unions, and labor-management relations; political goals; influences on union choices of strategies and modes of political participation, past and present; relationships with community and other groups.

**L205 Contemporary Labor Problems (3 cr.)** An examination of some of the major problems confronting society, workers, and the labor movement. Topics may include automation, unemployment, international trade, environmental problems, minority and women's rights, community relations, and changing government policies.

**L210 Workplace Discrimination and Fair Employment (3 cr.)** Examines

policies and practices that contribute to workplace discrimination and those designed to eliminate it. Explores effects of job discrimination and occupational segregation. Analyzes Title VII, the Americans with Disabilities Act, and related topics in relation to broader strategies for addressing discrimination.

**L220 Grievance Representation (3 cr.)** Union representation in the workplace. The use of grievance procedures to address problems and administer the collective bargaining agreement. Identification, research, presentation, and writing of grievance cases. Analysis of relevant labor law and the logic applied by arbitrators to grievance decisions.

**L230 Labor and the Economy (3 cr.)** Analysis of the political economy of labor and the role of organized labor within it. Emphasis on the effect on workers, unions, and collective bargaining of unemployment, investment policy, and changes in technology and corporate structure. Patterns of union political and bargaining responses.

**L240 Occupational Health and Safety (3 cr.)** Elements and issues of occupational health and safety. Emphasis is on the union's role in the implementation of workplace health and safety programs, worker and union rights, hazard recognition techniques, and

negotiated and statutory remedies—in particular the OSHA Act of 1970.

**L250 Collective Bargaining (3 cr.)** The development and organization of collective bargaining in the United States, including union preparation for negotiations; bargaining patterns and practices; strategy and tactics; economic and legal considerations.

**L251 Collective Bargaining Laboratory (1-3 cr.)** Provides collective bargaining simulations and other participatory experiences in conjunction with L250. L250 is either a prerequisite or a corequisite.

**L255 Unions in State and Local Government (3 cr.)** Union organization and representation of state and municipal government employees, including patterns in union structure, collective bargaining, grievance representation, and applicable law.

**L260 Leadership and Representation (3 cr.)** Organizational leadership issues for union, community, and other advocate organizations. Analyzes leadership styles, membership recruitment, and leadership development. Examines the role of leaders in internal governance and external affairs, including committee building, delegation, negotiations, and coalition building.

**L270 Union Government and Organization (3 cr.)** An analysis of the growth, composition, structure, behavior, and governmental processes of U.S. labor organizations, from the local to the national federation level. Consideration is given to the influence on unions of industrial and political environments; to organizational behavior in different types of unions; and to problems in union democracy.

**L280 Union Organizing (3 cr.)** Explores various approaches and problems in private- and public-sector organizing. Traditional approaches are evaluated

in light of structural changes in labor markets and workforce demographics. Topics range from targeting and assessments to committee building and leadership development.

**L285 Assessment Project (1 cr.)** Capstone experience for associate degree students.

### Other Courses

**L199 Portfolio Development Workshop (1 cr.)** Emphasis on developing learning portfolios as foundation documents for academic self-assessment and planning and as applications for self-acquired competency (SAC) credit. Applies only as elective credit to labor studies degrees.

**L290 Topics in Labor Studies (1-3 cr.)** A variable-title course, L290 can be repeated for credit with different subjects. The transcript will show a different subtitle each time the course is taken. Some courses focus on contemporary or special areas of labor studies. Others are directed toward specific categories of employees and labor organizations. Inquire at Division of Labor Studies offices.

**L299 Self-Acquired Competency in Labor Studies (1-15 cr.)** See page 591 of this bulletin for a description of Self-Acquired Competency.

## Advanced Courses

**L315 The Organization of Work (3 cr.)** Examines how work is organized and how jobs are evaluated, measured, and controlled. Explores social and technical elements of work through theories of scientific management, the human relations school of management, and contemporary labor process literature.

**L320 Grievance Arbitration (3 cr.)** (Recommended only after L220 or with permission of instructor.) The legal and practical context of grievance arbitration, and its limitations and advantages in resolving workplace problems. Varieties of arbitration clauses and the status of awards. Students analyze, research, prepare, and present cases in mock arbitration hearings.

**L350 Issues in Collective Bargaining (3 cr.)** Readings and discussion of selected problems. Research paper usually required.

**L360 Union Administration and Development (1-3 cr.)** Practical and theoretical perspectives on strategic planning, budgeting, and organizational decision making. Addresses the needs and problems of union leaders by studying organizational change, staff development, and cohesiveness within a diverse workforce. May be repeated for up to 3 credits with department approval.

**L380 Theories of the Labor Movement (3 cr.)** Perspectives on the origin, development, and goals of organized labor. Theories include those that view the labor movement as a business union institution, an agent for social reform, a revolutionary force, a psychological reaction to industrialization, a moral force, and an unnecessary intrusion.

**L385 Class, Race, Gender, and Work (3 cr.)** Historical overview of the impact and interplay of class, race, and gender on shaping U.S. labor markets, organizations, and policies. Examines union responses and strategies for addressing class, race, and gender issues.

**L410 Comparative Labor Movements (3 cr.)** Labor movements and labor relations in industrial societies from historical, analytical, and comparative perspectives. Emphasis on interaction between unions and political organizations, national labor policies, the resolution of workplace problems, the organization of white collar employees, and the issues of worker control and codetermination.

**L420 Labor Studies Internship (1-6 cr.)** Application of knowledge gained in the classroom in fieldwork experience. L420 may be repeated for a maximum of 6 credit hours.

**L430 Labor Research Methods (3 cr.)** Study of research design, methods, techniques, and procedures applicable to research problems in labor studies.

**L480 Senior Seminar or Readings (3 cr.)** Designed as either a classroom seminar or directed reading course. Addresses current issues, historical developments, and other labor-related concerns. Topics may vary each semester.

**L490 Topics in Labor Studies (1-3 cr.)** A variable-title course, L490 can be repeated for credit with different subjects. The transcript will show a different subtitle each time the course is taken. Some courses focus on contemporary or special areas of labor studies. Others are directed toward specific categories of employees and labor organizations. Inquire at Division of Labor Studies offices.

**L495 Directed Labor Study (1-6 cr.)** A variable credit course, L495 may be repeated for a maximum of 6 credit hours. Students arrange to study with an individual labor studies faculty member, designing a course of study to suit their individual and varied needs and interests. The contract might include reading, directed application of prior course work, tutorials, or internships. Competencies are assessed through written papers, projects, reports, or interviews.

**L499 Self-Acquired Competency in Labor Studies (1-15 cr.)** See page 591 of this bulletin for a description of self-acquired competency.

## Graduate Courses

Students must have completed a bachelor's degree and be accepted into a graduate program before registering for graduate courses.

**L580 Graduate Seminar (3 cr.)** This course will examine major questions in labor studies from a variety of perspectives. Readings will explore historical as well as strategic analyses, theoretical as well as applied knowledge. Subjects include pedagogical approaches to labor education, labor history reexamined, and social policy analysis from a labor perspective.

**L590 Poverty, Welfare, and Workfare (3 cr.)** This course examines the political-economic relationship that exists between the prescriptions of welfare reform and the introduction of workfare legislation and addresses the following questions: How are attacks on labor-union rights, privatization, and lower taxes on the affluent linked to welfare reform and workfare legislation? What are the consequences of welfare reform and workfare for Americans?

## Faculty

CHARLES DAVIS, *Director and Professor (Ph.D., Economics, American University, 1986), IUPUI*

STEVEN K. ASHBY, *Assistant Professor (Ph.D., U.S. History, University of Chicago, 1993), IU Bloomington*

MARK A. CROUCH, *Associate Professor (M.A., Industrial Relations and Human Resources, University of Iowa, 1980), Indiana University–Purdue University Fort Wayne*

LYNN S. DUGGAN, *Assistant Professor (Ph.D., Economics, University of Massachusetts Amherst, 1993), IU Bloomington*

THANDABANTU IVERSON, *Lecturer (M.A., Political Science, Clarke-Atlanta University, 1995), IU Northwest (Gary)*

JANE KISER, *Assistant Professor (Ph.D., Economics, University of Massachusetts Amherst, 2004), IU Northwest (Gary)*

WILLIAM MELLO, *Assistant Professor (Ph.D., Political Science and Historical Studies, New School for Social Research, 2004), IU Kokomo*

PAUL C. MISHLER, *Assistant Professor (Ph.D., U.S. History, Boston University, 1988) IU South Bend*

NAJJA N. MODIBO, *Assistant Professor (Ph.D., Sociology, University of Toronto [Canada], 1995), IUPUI*

CATHERINE MULDER, *Assistant Professor (M.A., Economics, Temple University, 1994) Indiana University–Purdue University Fort Wayne*

RUTH NEEDLEMAN, *Professor (Ph.D., Romance Languages and Spanish and Latin American Literatures, Harvard University, 1972), IU Northwest (Gary)*

RAE SOVEREIGN, *Lecturer (B.S., Labor Studies, Eastern Michigan University, 1993), IU South Bend*

TIM THOMAS, *Lecturer and Instructional Technology Coordinator (B.A., Economics, University of Michigan, 1988), IUPUI*

JEFF VINGENT, *Research Director (M.S., Industrial Relations, University of Wisconsin at Madison, 1984) IU Bloomington*

DAVID WILLIAMS, *Lecturer and Noncredit Program Coordinator (B.S., Labor Studies, Indiana University), IUPUI*

## **Labor Studies Offices**

### **Indianapolis**

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### **Bloomington**

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### **New Albany**

Address requests for the New Albany area/Indiana  
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### **Richmond**

Address requests for the Richmond area/Indiana  
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