New Course Request

Indiana University

South Bend Campus

Check Appropriate Boxes:
Undergraduate credit [X]  Graduate credit []  Professional credit []

1. School/Division: College of Liberal Arts & Sciences
2. Academic Subject Code: POLS
3. Course Number: V425
   (must be cleared with University Enrollment Services)
4. Instructor: Grant
5. Course Title: Public Sector Labor Relations
   Recommended Abbreviation (Optional):
   (Limited to 32 Characters including spaces)

6. First time this course is to be offered (Semester/Year): Fall 2008
7. Credit Hours: Fixed at 3 or Variable from to
8. Is this course to be graded S-F (only)? Yes [X] No []
9. Is variable title approval being requested? Yes [] No [X]
10. Course description (not to exceed 50 words) for Bulletin publication:
    The development, practice, and extent of the collective bargaining process and administration of the labor agreement by state and local governments

11. Lecture Contact Hours: Fixed at 3 or Variable from to
12. Non-Lecture Contact Hours: Fixed at 0 or Variable from to
13. Estimated enrollment: 25 of which 10 percent are expected to be graduate students.
14. Frequency of scheduling: annual
   Will this course be required for majors? No
15. Justification for new course: Replaces the existing V432 in the BSPA. Changes due to IUSB SPEA restructuring.
16. Are the necessary reading materials currently available in the appropriate library? Yes
17. Please append a complete outline of the proposed course, and indicate instructor (if known), textbooks, and other materials.
18. If this course overlaps with existing courses, please explain with which courses it overlaps and whether this overlap is necessary, desirable, or unimportant.
19. A copy of every new course proposal must be submitted to departments, schools, or divisions in which there may be overlap of the new course with existing courses or areas of strong concern, with instructions that they send comments directly to the originating Curriculum Committee. Please append a list of departments, schools, or divisions thus consulted.

Submitted by:

Linda Chen  Date: 1/22/08
Department Chairman/Division Director

Approved by:

[Signature]
Date: 1/2/08
Dean, Associate Chancellor

Date: 
Chancellor/Vice-President

Date: 
University Enrollment Services

After School/Division approval, forward the last copy (without attachments) to University Enrollment Services for initial processing, and the remaining four copies and attachments to the Campus Chancellor or Vice-President.

UPS 724
University Enrollment Services Final—White; Chancellor/Vice-President—Blue; School/Division—Yellow; Department/Division—Pink; University Enrollment Services Advance—White
Public Sector Labor Relations
Indiana University South Bend
Pols Y425

Sample Syllabus

COURSE DESCRIPTION

Labor relations refer to the relationship between managers and their employees. Collective bargaining describes the ongoing contractual process between management (managers) and labor (employees). Collective bargaining is often adversarial and occasionally violent. Although unions were born amidst turmoil, death and destruction, they reflect a sense of brotherhood or sisterhood solidarity.

In the public sector, unions abound. From the Fraternal Order of Police Officers to the powerful teacher unions, all states have its share of municipal unions. Whereas management considers unions such as the mighty AFL-CIO to be a hindrance, employees consider unions to be essential. Hence, the position of bargaining is already set before the sides sit down to negotiate.

Management and unions operate within the framework of capitalism. As such, concepts of rational choice abound. During this semester we will learn why employees feel the need for unions and why management will do almost anything to keep from becoming a "union shop." We will learn negotiation skills and employee relations tactics that make for a harmonious workplace.

Join us this semester as we discuss labor relations in the public sector!

COURSE OBJECTIVES AND GOALS

Students will gain knowledge of the terminology of the labor relations process. By the end of the course, the student should be able to:

A. Content

1) Explain the collective bargaining process.

2) Understand the concept of employee relations.

3) Negotiate a labor agreement.

B. Transferable Skills

1) Creative Thinking

   ▪ Generate ideas and synthesize results
   ▪ Recognize and use multiple ways of thinking
   ▪ Understand the creative process

2) Critical Thinking

   ▪ Ask relevant questions
   ▪ Distinguish between opinion and judgment
   ▪ Analyze, interpret, and appreciate thoughts/works of others
3) Oral Communications
   - Speak effectively
   - Prepare and deliver effective oral presentations
   - Accurately gauge audience dynamics
   - Defend a position, point of view, or interpretation

4) Quantitative Reasoning
   - Recognize the order, logic, precision, and terminology of socio-legalism

5) Technology
   - Use technology to access information

BOOKS AND MATERIALS REQUIRED


MATERIALS: One 1" 3-ring binder

Course notes and information will be posted on ONCOURSE (https://oncourse.iu.edu). I encourage you to bring in articles and clippings on topics that you deem relevant or important and would like to share with the class.

By the end of the first week of class, you will be required to have an ID photo posted on ONCOURSE. For those of who do not already have a photo posted on ONCOURSE, please speak to a computer lab consultant on campus.

WHO SHOULD TAKE THIS COURSE

Students who want to obtain a basic understanding of labor relations are encouraged to take this course. This course deals with issues that are often explicitly sexual, violent and controversial. As such, this course is designed for those over the age of 18. This is a college level course that will not adhere to political correctness. At times the subject matter may be extremely graphic. Students who are offended by explicitly sexual, violent, controversial subject matter, may want to refrain from taking this course.

Those who wish to improve their ability to critique and extend their knowledge as to better developing and expressing their opinions are also encouraged to take this course. We will be applying a critical analysis, readily utilizing variables of race, class and gender. Students whose beliefs are affronted by critical analysis or those who believe their personal tenets would be irreparably harmed by our interpretation of the issues may want to abstain from taking this course.

COURSE FORMAT

During each class period, we will discuss historical and contemporary issues in labor relations. We will look at these issues within a framework that will help you improve your ability to think and reason and to better comprehend the basis of your opinions. For the most part, you will find that this is "your course," and all of you, collectively, will make it work. The theory is that by
participating in this course you will develop and enhance skills that will help you throughout your academic and professional careers.

As with most of my courses, classes will be taught in the Socratic Method, or a modified version thereof. This is a highly interactive course using discussion, some lecture, film, exercises, as well as small and large group discussions. Students are responsible for reading the chapters and related assigned materials prior to class. We will foster a supportive environment for those of you who are shy or nervous about speaking in front of a class!!

During this course we will be utilizing OnCourse (https://oncourse.iu.edu) for class notes, etc. It is the student's responsibility to access and utilize OnCourse. If you have any questions or problems regarding OnCourse, please see the “Getting Help” section at https://oncourse.iu.edu or contact the IT Help Desk at 574.520.5555.

**COURSE REQUIREMENTS**

I assume you will do the reading assignments prior to class and regularly participate in class discussions. Participation does not mean merely talking in class. Rather, it means that you have read the material and are willing to offer insights and criticisms of the material. Thoughtful, relevant student participation in class is an important aspect of the course and is a large part of the final course grade.

You will be required to write a Research Article Review and a Research Paper. There may also be some graded homework assignments. Late assignments will not be accepted! Assignments will not be accepted via facsimile or email.

If you need certain accommodations because of a diagnosed learning disability please speak with me. You may also contact the Office of Disabled Student Services (http://www.iusb.edu/~sbdss/services.shtml). The staff will work to coordinate reasonable accommodations for students with documented disabilities.

**Research Article Review**

The Research Article Review examines your ability to comprehend statutory construction. We will go over the precise requirements of the Article Review during class. The Research Article Review is due on Wednesday, March 15, 2006. Your article review must be passed in on time. Late article reviews will not be accepted!

**Research Paper**

You will be required to write a minimum 10 page paper (typed, double spaced) on a topic chosen from one of the topic areas in the course and related to the issues raised by the reading and discussions. The paper should be analytical and creative and on a topic that is of importance to you. The paper topic must be approved by the instructor. We will go over the precise requirements of the Research Paper during class. The Research Paper is due on Wednesday, April 26, 2006. Your paper must be passed in on time. Late papers will not be accepted!

**ATTENDANCE**

Attendance is mandatory. There are no excused absences. Students are required to attend every class. Absences will affect the student's final grade – one or more absences may result in a drop of at least one full letter grade. Excessive absences may result in a failing grade for the course. If you believe you cannot adhere to this policy you should not take this course!!
ACADEMIC INTEGRITY

Work (tests, homework, papers, etc.) that you do for this course must be your own. Your conduct must conform to the Indiana University Code of Student Rights, Responsibilities and Conduct (http://www.dsa.indiana.edu/Code). This document is also available on the web at (http://www.iusb.edu/~sblife/). Please see me if you have any additional questions.

CLASSROOM DEPORTMENT

I expect a high level of maturity in this course. When you are in class, you are expected to be alert and pay attention. Students who engage in conduct that is inappropriate will be dismissed from the class. I will not tolerate any type of harassment in my class. If you believe that you are being harassed or unfairly picked on, or if you witness another student being harassed, please contact me at once. As a student you have a right to learn in an environment that provides for intellectual and ethical growth. This is also your responsibility and requires you to behave in an ethical manner. Therefore, your conduct must conform to the Indiana University Code of Student Rights, Responsibilities and Conduct (http://www.dsa.indiana.edu/Code/).

GRADUES

The Research Article Review is worth 100 points, the Research Paper is worth 150 points and Class Participation is worth 150 points. Refer to the grading rubric that is listed in your Socratic Handbook.

Grading Formula

<table>
<thead>
<tr>
<th>Component</th>
<th>Points</th>
<th>Final Grades</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Research Article Review</td>
<td>100</td>
<td>90 – 100% = A</td>
</tr>
<tr>
<td>2) Research Paper</td>
<td>150</td>
<td>80 – 89% = B</td>
</tr>
<tr>
<td>3) Class Participation</td>
<td>150</td>
<td>70 – 79% = C</td>
</tr>
<tr>
<td>Total Points</td>
<td>400</td>
<td>60 – 69% = D</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Below 60% = F</td>
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HOW TO CONTACT ME

Feel free to contact me via the phone number and email address listed below (you may also use Oncourse to send mail). I travel extensively, however, I try to return messages within 24 hrs. In addition, I am always willing to talk to students outside of class. If you feel uneasy talking to a college professor one on one, bring along your classmates, significant others, or anyone else you wish to bring.

Phone: 574.520.4157  E-mail: ogrant@iusb.edu  Office: DW 2250

Some of our subject matter may be controversial in nature. Or, it may trigger some very charged self-responses. If there is any subject matter that you wish to discuss with me confidentially apart from the class, please feel free to do so.
I am actively involved in scholarship and I readily integrate teaching, research and service. As such, I utilize all of my classrooms as laboratories. Thus, not only are you my students, but you are also my test subjects! Students who participate in the research portion of the course receive extra credit. At no time will your personal information be released to outside parties.
WRITING CENTER

The ability to write well is an essential part of most professions, and is a fundamental requirement for all IU courses. You can improve your writing skills by utilizing the **IUSB WRITING CENTER**. The Center is staffed by experience writing consultants who will help you develop the skills required to prepare assignments that meet the high standards of IU instructors.

It is the student’s responsibility to consult the [Indiana University South Bend Bulletin](http://www.iusb.edu/~sbbullet) for information on drop-add, audit, etc. **Please note:** This syllabus and the subject matters herein are subject to modification during the semester. Any changes will be disseminated in class and/or on ONCOURSE. Please also note that electronic mail (email) is now an official means of communication (see last page of syllabus for “Communication Policy”). Resources available to you can also be found at the [Office of Student Services](http://www.iusb.edu/~stusvcs).

Welcome to the course ~ I look forward to spending this semester with you!!

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### LABOR RELATIONS IN THE PUBLIC SECTOR

*Assignments, Dates and Topics*

- **V432 / 23483**
- Spring 2006

<table>
<thead>
<tr>
<th>Meeting</th>
<th>Date</th>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>January 11</td>
<td>Course Introduction / Overview</td>
</tr>
<tr>
<td>2</td>
<td>January 18</td>
<td>The Socratic Classroom / Organized Labor and the Management Community</td>
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<tr>
<td></td>
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<td><strong>Read:</strong> Chapter 1</td>
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<tr>
<td>3</td>
<td>January 25</td>
<td>The Historical Framework</td>
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<td></td>
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<td><strong>Read:</strong> Chapter 2</td>
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<tr>
<td>4</td>
<td>February 1</td>
<td>The Legal Framework</td>
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<tr>
<td></td>
<td></td>
<td><strong>Read:</strong> Chapter 3</td>
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<tr>
<td>5</td>
<td>February 8</td>
<td>The Legal Framework (cont’d)</td>
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<tr>
<td>6</td>
<td>February 15</td>
<td>Union Behavior: Structure, Government and Operation</td>
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<td></td>
<td></td>
<td><strong>Read:</strong> Chapter 4</td>
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<tr>
<td>7</td>
<td>February 22</td>
<td>Union Behavior: Structure, Government and Operation (cont’d)</td>
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<tr>
<td></td>
<td>March 1</td>
<td>No class – Spring Break! Contemplate the rights of workers and the duty of management!</td>
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5
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<thead>
<tr>
<th>Date</th>
<th>Topic</th>
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<tbody>
<tr>
<td>March 8</td>
<td>At the Bargaining Table</td>
</tr>
<tr>
<td></td>
<td><em>Read: Chapter 5</em></td>
</tr>
<tr>
<td>March 15</td>
<td>At the Bargaining Table (cont’d)</td>
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<tr>
<td></td>
<td><em>Research Article Review due – Late reviews will not be accepted!</em></td>
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<tr>
<td>March 22</td>
<td>Grievances and Arbitration</td>
</tr>
<tr>
<td></td>
<td><em>Read: Chapter 6</em></td>
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<tr>
<td>March 29</td>
<td>Wage Issues under Collective Bargaining</td>
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<tr>
<td></td>
<td><em>Read: Chapter 7</em></td>
</tr>
<tr>
<td>April 5</td>
<td>Economic Supplements under Collective Bargaining</td>
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<tr>
<td></td>
<td><em>Read: Chapter 8</em></td>
</tr>
<tr>
<td>April 12</td>
<td>Institutional Issues under Collective Bargaining</td>
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<td></td>
<td><em>Read: Chapter 9</em></td>
</tr>
<tr>
<td>April 19</td>
<td>Administrative Issues under Collective Bargaining</td>
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<td></td>
<td><em>Read: Chapter 10</em></td>
</tr>
<tr>
<td>April 26</td>
<td>Course Wrap-up</td>
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<tr>
<td></td>
<td><em>Research Papers due – Late papers will not be accepted!</em></td>
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</tbody>
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INDIANA UNIVERSITY SOUTH BEND
COMMUNICATION POLICY

*The following is the new policy adopted by the Chancellor's cabinet regarding email communication. If you have any questions regarding the following policy, please contact your advisor.*
Indiana University South Bend is pleased to announce that electronic mail (email) is now an official means of communication with students. You will benefit by receiving timely, accurate, and up-to-date communication about matters affecting students including:

- financial aid and scholarships
- registration
- billing notification
- university policy statements
- university services and events
- course requirements
- degree completion and/or graduation
- judicial and administrative actions
- academic calendar

To set up your email account, visit the website, http://itaccounts.iu.edu/ and follow the instructions on the screen. If you encounter any problems in establishing your account visit the IT Helpdesk in DW1245.

A student's failure to receive or read official university communications sent to the student's official email address does not absolve the student from knowing and complying with the content of the official communication.

It is recommended that students check email messages at least once daily. The university provides a simple mechanism for students to forward email from the official university email address to another email address of the student's choice. However, students who choose to have email forwarded to another email address do so at their own risk.