

UNDERGRADUATE CURRICULUM PROPOSAL COVER SHEET

Title of Proposal – Must begin with Department Abbreviation:

MGT 4100 Industrial Relations - Name change; change in course description; change of prerequisite

Check One: Full Proposal or Information Item

Effective Date for Curricular Offering: Fall 2012

FROM: Katherine Karl, Management, Flet 411; 425-4160; katherine-karl@utc.edu

(proposal originator: include spokesperson's name, department, office number, telephone, e-mail)

Does this require new resources from the originating department or other department? NO

Please include an explanation if yes.

Faculty of the originating department approved this proposal on 9/19/11 (date),
by a vote of 16 aye votes; 0 nay votes; 0 abstentions; 0 eligible voting members absent.

The following have examined this proposal:

Dept Head/Director: Lawrence Etkin *Lawrence Etkin* ✓
Printed name Signature, date Approve Neutral Disapprove*

College Curriculum Committee Date: 11-3-11 **Vote:** 10-0-0 **Signature of Chair:** *Chris Bratman*

Spokespersons for Affected Departments:

Printed Name, Department	Signature, Date	Approve	Neutral	Disapprove*
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

Dean/Director: *Phil Oldham* ✓

University Registrar: Linda Orth *Linda Orth* _____
Printed name Signature, date Comments

Provost/Representative: J Sanders *J Sanders* 11/16/11 ✓
Printed name Signature, date Approve Neutral Disapprove*

Lab/studio fee requested:

Provost: Phil Oldham _____
Printed name Signature, date Approve Disapprove*

**Those who disapprove may attach an explanation*

ACTIONS on this proposal:	Curriculum Committee	Faculty Senate
Date the proposal was considered	<u>11-30-2011</u>	_____
Vote of the body:	<u>12-0-0</u>	_____
Accepted as information item (indicate date)	_____	_____
Approved as submitted (indicate date)	_____	_____
Approved with amendments (amendments indicated and transmitted to all signatories above, date):	<u>11-30-2011</u>	_____
Signature of Chair:	<u><i>Edward [Signature]</i></u>	_____

MGT4100 Proposal

Summary

1. Title Change
2. Minor change in wording of course description
3. Change of Prerequisite from MGT 3320 to MGT 3150

Rationale for Each Change

1. Title Change

OLD: Industrial Relations

NEW: Labor Relations and Negotiations

"Industrial Relations" (the current course title) is out of date. The Society for Human Resource Management as well as the academic literature in the field refers to the area as "Labor Relations." Most textbooks also use the term "labor relations." The phrase "and Negotiations" has been added to reflect the importance of negotiation skills in union-management relations and management in general.

2. Change to Course Description

OLD:

MGT 4100 - Industrial Relations
(3) Credit Hours
Union-management relations. Topics include labor law, collective bargaining, grievance administration, arbitration, and dispute resolution techniques. On demand.
Prerequisites: MGT 3320 with a minimum grade of C, junior standing or department head approval.

NEW:

MGT 4100 - Labor Relations and Negotiations
(3) Credit Hours
An overview of union-management relations. Topics include labor history, labor law, collective bargaining, negotiation strategies and tactics, contract administration, grievance processes, and dispute resolution techniques such as arbitration and mediation. Negotiation skills are developed through various interactive exercises including a mock labor contract negotiation. On demand. Prerequisites: ^{and} MGT3150 with a minimum grade of C_x junior standing; or department head approval.

Minor changes in the wording were made to reflect the contents of most textbooks in the field of labor relations as well as to reflect the added emphasis on negotiation.

3. Change to Prerequisite

OLD:

Prerequisites: MGT 3320 with a minimum grade of C, junior standing or department head approval.

NEW:

Prerequisites: MGT3150 with a minimum grade of C, junior standing, or department head approval.

Because of the expanded emphasis on negotiation, MGT 3320 (Human Resource Management) course topics will no longer be a main focus in MGT 4100, thus, MGT 3320 is being dropped as a prerequisite. This course, with its expanded emphasis on negotiation, will be more useful for HR majors, general management majors, and also other business majors. Because the course provides an overview of the field of labor relations and negotiation, students with a C or better in MGT 3150 (Principles of Management) should be adequately prepared to take the course.

Economic and Pedagogical Consequences

There are no economic consequences of the above proposals. Pedagogical consequences are described in the rationales.

Relation to other Departments/Programs

None of the above proposed changes will impact other departments or programs, either within the College of Business or within the University.

THE
UNIVERSITY of TENNESSEE at CHATTANOOGA 
COLLEGE of BUSINESS

Department of Management

Term: Summer 2011

Course: MGT 4100 CRN: 30589 Section: 01

Title: Labor Relations and Negotiations

Schedule: Time: 05:30 pm – 8:40 pm Day(s): T & TH Location: FLET200

Contact

Information: **Instructor:** Dr. Katherine A. Karl
Office Location: Fletcher Hall 411
Office Phone: 425-4160
Office Hours: T & TH 2:30-4:30; by appointment
Email Address: katherine-karl@utc.edu

ADA Statement

If you are a student with a disability (i.e., physical, learning, psychiatric, etc) and think that you might need assistance or an academic accommodation in this class or any other class, please contact the Office for Students with Disabilities at 425-4006 or go to the office- 102 Frist Hall.

Course Description:

(3) Credit Hours. An overview of union-management relations. Topics include labor history, labor law, collective bargaining, negotiation strategies and tactics, contract administration, grievance processes, and dispute resolution techniques such as arbitration and mediation. Negotiation skills are developed through various interactive exercises including a mock labor contract negotiation. Prerequisites: MGT3150 with a minimum grade of C and junior standing; or department head approval.

Course Objectives:

The main objective of this course is to increase your understanding of how the employee/management relationship has evolved in the U.S. workplace. In particular, students should understand . . .

1. the history of the organized labor movement in the United States
2. labor laws, unfair labor practices, and related concepts
3. why and how workers form and join unions
4. U.S. union structure, government, organization, and operation
5. the collective bargaining process including negotiation strategies, tactics, and skills
6. the rights, roles and obligations of management and union representatives in contract negotiations and contract administration (i.e., handling grievances)
7. the similarities and differences in labor relations processes in different work settings, and nations

Required Materials:

Carrell & Heavrin (2010). Labor Relations and Collective Bargaining 9th ed., Prentice Hall. ISBN: 0-13-608435-4

Additional materials including class handouts and activities will be posted on blackboard. Please bring your lecture handouts (from BB) to each class.

Means for Assessing Learning:

While “effort” is an important precursor to learning, true learning is manifest by behavior. The grade you earn in this course will be based upon these performance opportunities:

	<u>POINTS</u>
* Exam 1	30
* Exam 2	40
* Final Exam	100
* Unions in the News	10
* Movie Analyses	40
* Case Study	20
* Written Contract and Reflection Assignment	30
* Class Participation	<u>30</u>
	300

There will be no curve on any course item. Extra credit will not be available. The grading scale is as follows:

▪ 90-100%	Excellent Performance	A
▪ 80-89.99%	Good Performance	B
▪ 70-79.99%	Satisfactory Performance	C
▪ 60-69.99%	Poor Performance	D
▪ below 60	Failing	F

**Final course percents are not rounded up.*

Description of Assignments

Exams [3]

Exams 1 and 2 are take-home essay exams. Questions will be handed out a week in advance. Both exams must be submitted to SafeAssign. Students are expected to provide references to the text, lectures and movies in their answers. The final exam will be a comprehensive multiple choice exam consisting of 50 questions worth 2 points each.

Unions in the news

Select one news article on the topic of labor unions. Then write a one page paper discussing the perspective(s) of the news coverage. What are the issues? How are they framed? What are the sources of information? Which voices are heard or not heard (i.e., is it written from a management perspective, a union perspective, both, neither)? What assumptions underlie the news coverage? Please attach the news article to your paper.

Movie Analyses

There is a lot that can be learned about unions from watching box office films. . For this assignment you are to select two films from an approved list. One should be a full feature-length film and the other a documentary. After viewing each film, prepare a written analysis of each film. Each analysis should be approximately 3 pages in length. Your analysis should include a very brief summary of the film (no more than 1 page), and your answers to **at least four** of the following questions:

- What would you say is the most important thing that students could learn about labor relations from watching this film? (**Everyone must answer this question**).
- Describe the employee/employer relationship.
- What were the working conditions like?
- How did the company respond to the union?
- What actions did management take to avoid unionization?
- What would you say was the major turning point in the film?
- Did any illegal actions take place?
- What actions did the union take to promote the union?

This assignment must be submitted to SafeAssign.

Documentaries:

1. The Wobblies (1979), 89 minutes
2. A Philip Randolph: For Jobs and Freedom, 86 minutes
3. American Dream, 98 minutes
4. Live Nude Girls Unite!, 85 minutes
5. From Wharf Rats to Lords of the Docks, 90 minutes
6. Salt of The Earth (1954), 94 minutes
7. Struggles in Steel: The Fight for Equal Opportunity, 58 minutes (available in library).
8. Union Maids, 50 minutes, (available in library).
9. We are Driven, 60 minutes (available in library).

Films

10. On the Waterfront
11. Molly Maguires
12. Matewan
13. Hoffa
14. Harlan County War
15. Norma Rae
16. 10,000 Black Men Named George
17. Silkwood

Case Study

One of the cases in the text will be assigned for homework. Students will answer the questions at the end of the case. All answers should include references to the course material.

Written Contract and Reflection Assignment

Students will participate in an in-class collective bargaining exercise. Students will be divided into union and management negotiation teams, and will engage in the necessary research and planning for a mock negotiation. Face-to-face negotiations will take place during class time on June 16 with written contracts and reflection papers due in class on June 23. More detailed instructions on this assignment will be handed out after the first exam. Participation in the negotiations is required to complete this assignment. Students who cannot attend class on June 16th will be given the alternative of writing a research paper.

Class Participation

There will be several in-class activities that will give students the opportunity to apply what they have learned or to experience the concepts or issues being taught. Students will earn points for being present to participate in these activities. Students WILL NOT be able to make up these assignments at home. Students must be present during the entire class period to earn the participation points.

Course Policies:

Email & Blackboard: Students must **check their UTC email and Blackboard frequently.**

Attendance: *Regular punctual attendance* is expected and is highly correlated with course performance based on empirical research. Missing one class can have significant negative effects on performance. If you enroll, it is assumed you have time to attend. Should a student miss a class, he/she should secure class notes from another student and stay up on all readings.

Professionalism: Students will be expected to conduct themselves in a professional manner in the class at all times. Specifically, students should (a) be on time for class, (b) read and review assignments prior to class, (c) be willing to contribute to class discussions or exercises, (d) respectful of the professor, guests, other students, and (e) display tolerance toward varying viewpoints and differences expressed in class.

Cell phones and other electronic devices: *All electronic devices must be turned off during class and exams (or turned to vibrate-only) so as not to disturb classmates.* Should you expect an emergent call, please sit near the exit and discretely leave the room. If you must text during class, sit in the back so as not to disturb others, but realize your participation grade may be affected if your inattention prevents you from participating in class discussion. Also, laptops should not be open during class.

Make-up Exams & No-Shows: If a student misses an exam *without prior notification to Dr. Karl* (i.e., providing a valid, verifiable excuse), he/she will receive a zero on the exam. A make-up exam will *only* be arranged in certain circumstances at the discretion of the instructor (death in family or student illness); make-ups can be heavily writing-oriented.

Late Assignments will NOT be accepted; turn in assignments to Dr. Karl exactly as specified in the syllabus.

Disabilities: If you are a student with a disability (e.g. physical, learning, psychiatric, etc.) and think you might need special assistance or a special accommodation in this class or any other class, please contact the Office for Students with Disabilities at 425-4006, 110 Frist Hall. Then provide Dr. Karl with the letter of stated accommodations at the beginning of the semester.

Honor System: Students are responsible for knowing and fully complying with the UTC Honor System, e.g., cheating, plagiarism, academic dishonesty. Dr. Karl may assign a 0 for the assignment or F for the course for such infractions. See UTC Student Handbook for details. All written assignments will be submitted to the Blackboard text-matching software, SafeAssign, for review and analysis of originality and intellectual integrity. If the results of the review indicate plagiarism, disciplinary action may be taken against the student as outlined in the UTC Handbook.

Tentative Course Schedule*

* The course schedule is subject to change.

Date	Topic/Activity	Assignment Due
TH – 5/19	History of Union-Management Relations	Read Chapter 1
T – 5/24	History of Union-Management Relations	Read Chapter 2
TH - 5/26	Union structure, government, and administration	Read Chapter 3 Movie Analysis # 1 Due
T – 5/31	Labor Law	Read Chapter 4
TH – 6/2	Union Organization Procedures	Exam 1 Due
T - 6/7	Collective Bargaining & Strikes	Read Chapter 5 Movie Analysis # 2 Due
TH – 6/9	Negotiation Strategies and Tactics	Read Chapter 6 Case Study Due
T – 6/14	Costing a Labor Contract	Read Chapters 7, 8 & 9 Exam 2 Due
TH – 6/16	<i>Collective Bargaining Simulation</i>	
T – 6/21	Administering the Contract: Grievance and Arbitration Procedures	Read Chapter 11 Unions in the News Due
TH – 6/23	Arbitration Procedures (cont.) Labor Relations in the Public Sector and Other Countries	Read Chapters 12 & 13 Contract Assignment Due
T – 6/28	Final Exam	