

NOTICE OF CHANGE FORM

Notice of Change for: Labor Relations and Human Resources - MS and Certificate

Date: November 18, 2019

A. PROGRAM INFORMATION

1. Name of institution

University of Rhode Island

2. Name of department, division, school or college

Department: Schmidt Labor Research Center

College: College of Business

3. Intended initiation date of program change. Include anticipated date for granting first degrees or certificates, if appropriate.

Initiation date: June 2020

First degree date:

4. Intended location of the program

Existing

5. Summary description of proposed program (not to exceed 2 pages).

Continued rationalization of the Graduate Programs in LR and HR in response to Academic Program Review 2019; Assessment Plan; course scheduling and availability, and updated requirements of industry credentialing. Increase of the number of required specialization electives from 3 to 4; minor changes to prereqs for required courses and the list of courses included as electives for the MS and certificate.

6. If applicable, please include the existing URI catalog language and proposed catalog changes **indicated in Track Changes.**

Attached

7. Signature of the President

David M. Dooley

Labor Relations and Human Resources

M.S., M.S./J.D., Graduate Certificate Programs.

401.874.2239

Faculty: Teaching Professor, Phelps director, Schmidt Labor Research Center. Professors Cooper and McIntyre; Associate Professors Djurdjevic Loomis and Rogers; Assistant Professor Tabor; ~~Professors Emeriti Feldman, Molloy, Rothstein, and Schell~~

This program is designed for labor relations and human resource professionals or students who aspire to such positions. Students in other graduate programs may find it rewarding and professionally desirable to enroll in one or more of the labor relations and human resource courses or pursue a graduate certificate. All courses are offered in the evenings or on weekends in Providence or Kingston so that they are convenient for working students. Full-time and part-time programs are available.

Specializations

Students may specialize in labor relations or human resources. Elective substitutions may be made with the permission of the director of the Schmidt Labor Research Center and approval of the Graduate School. Exceptional students who come into the program with a well-defined interest, as well as a proposed plan of study, may choose to create their own specializations by choosing elective courses in an area that satisfies their professional needs.

Master of Science

Admission requirements: Applicants with undergraduate majors in any field are considered for admission. Interview with the director required. Applicants must submit a statement of purpose; two official transcripts of all academic work, two letters of recommendation, a professional writing sample and a résumé of professional experience.

Program requirements: minimum of 36 credits, including 15 credits in core courses and 21 credits of electives of which at least ~~9~~12 must be specialization electives in the field specified. The required courses are LHR 500/MBA 571*; LHR 551/MBA 572; LHR 531, 542, and 580. For a specialization in labor relations, select a minimum of ~~3 courses~~12 credits from LHR/SOC 432, LHR/ECN/PSC 521, LHR/HIS 544, 545, 546, 581 ~~or MBA 502~~. For a specialization in human resources, a minimum of ~~3 courses~~12 credits from MBA ~~502~~, 577, 578, LHR 533, 581, LHR/ECN/PSC 521, LHR/MBA 573. Open electives include BUS 446, 461, LHR/PSC 503 and LHR/ECN 526, LHR 521, LHR 532, 590/591, MBA 502, 530, 540, ~~574~~, PSC 573, ECN 590, EDC 500, EDC 505, EDC 522, EDC 531, EDC 539, EDC 579, EDC 581, EDC 582, EDC 583, EDC 584, EDC 586 or any other courses eligible for graduate credit and approved by the director. In addition, students specializing in labor relations may take courses offered in the human resource specialization as open electives and students specializing in human resources may take courses offered in the labor relations specialization as open electives.

*500/571 may be waived as a required course by the program director for students with extensive human resource/labor relations academic or practical experience. The student may substitute any other approved course for the credits.

Graduate Certificate Programs in Labor Relations and Human Resources

Applicants with undergraduate majors in any field are considered for admission. Applicants must submit a statement of purpose; two official transcripts of all academic work, two letters of recommendation, a writing sample and a résumé of professional experience.

Program requirements: To earn a graduate certificate in labor relations, students must satisfactorily complete LHR 500/MBA 571 plus three ~~four~~ of the following courses: LHR 432, ~~500~~, 503, 521, 531, ~~532~~, 542, 544, 545, and 546 or other courses approved by the program director. To earn a graduate certificate in human resources, students must satisfactorily complete LHR 500/MBA 571 plus three ~~four~~ of the following courses: ~~LHR-BUS 446, 461, LHR~~ 432, ~~500~~, 503, 521, 531, ~~532~~, 533, 542, 545, 546, 573 ~~573~~, and MBA 502, ~~533~~, ~~540~~, 577, 578 or other courses approved by the program director. To receive certificates in both HR and LR, the student may only use one course to count for both programs. They must take 6 additional courses to receive both certificates.

Joint Program: Master of Science in Labor Relations and Human Resources (URI) and Juris Doctorate (Roger Williams University School of Law)

A cooperative dual degree program offered at URI and Roger Williams University School of Law permits dual enrollment leading to an M.S. in labor relations and human resources and a J.D. The integrated program of the two degrees allows a student to complete both programs in four years instead of the five required if both degrees are pursued separately.

Admission requirements: Students must apply and be accepted into each program under the separate admission requirements currently in effect at each school. Applicants must indicate the M.S./J.D. on the “Degree Sought” section of the URI application form.

Program requirements: At Roger Williams University, the J.D. program requires 90 credits, which can be completed on a full-time basis in three years. The M.S. degree in labor relations and human resources at URI requires 36 credits, which can be completed on a full-time basis in two years. A student matriculated in the joint program will take some credits in one program that will help satisfy the overall credit requirements of the other degree program as well. Students in the joint program must complete the following core required courses as part of their 30-credit requirement at URI in addition to 6 credits taken at Roger Williams: LHR 500, 542, 551, and 580. Students who specialize in human resources must also take LHR/MBA 573 and 578, while students specializing in labor relations must take LHR/PSC 521 and LHR 545. Students must complete the required law school curriculum at Roger Williams. For students matriculated in the joint program, Roger Williams will accept the following 15 URI credits to satisfy the requirements for the J.D. degree: LHR 500, 542, and 580; LHR/ECN 526; and LHR/PSC 521.

- **LHR 432: Work, Employment, and Society**

LEC: (3 crs.) Cross-listed as (SOC), LHR 432. Explores the workplace and employment relations from a sociological perspective. Topics include work systems, worker alienation and organization, occupational identity, and the impacts of immigration, diversity, and globalization on the workplace. (Lec. 3) Pre: SOC 100 or permission of instructor.

- ~~**LHR 480: Seminar In Labor Studies**~~

~~**SEM:** (3 crs.) Cross-listed as (ECN), LHR 480. Intensive studies examining various important topics in labor studies. Class discussion of assigned readings and student reports. (Lec. 3) Pre: permission of instructor. Not for graduate credit.~~

- **LHR 500: Labor Relations and Human Resources**

LEC: (3 crs.) Cross-listed as (LHR 500), MBA 571. Introduction to labor relations and human resources, including employment practices in unionized and non-union organizations. (Lec. 3) Pre: graduate standing or permission of instructor.

- **LHR 503: Problems In Public Personnel Administration**

LEC: (3 crs.) Cross-listed as (PSC), LHR 503. Development of personnel administration, including problems of recruitment, examination, promotion, and staffing within public service. Emphasis on evaluation of employee performance and collective bargaining in public service. (Lec. 3) Pre: graduate standing or permission of instructor.

- **LHR 520: Developments In Worker Representation**

LEC: (3 crs.) 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: graduate standing or permission of instructor.

- **LHR 521: Global Politics of Work and Social Welfare**

LEC: (3 crs.) Cross-listed as (LHR), PSC, ECN 521. International and comparative politics of work and social welfare. Transformation of work due to globalization and family shifts; worker rights, education/training, and social security across countries. (Lec. 3) Pre: graduate standing or permission of instructor.

- **LHR 526: Economics of Labor Markets**

LEC: (3 crs.) Cross-listed as (LHR), ECN. The theory of labor market behavior, and application of theory for public policy analysis in areas such as discrimination, unemployment, and education. (Lec. 3) Pre: ECN 201 and 202 or 590 or equivalent.

- **LHR 531: Labor and Employment Law**

LEC: (3 crs.) Survey and analysis of the laws governing labor relations, wages and hours, discrimination (race, religion, sex, national origin, age and disability), whistleblower rights, occupational safety, workers compensation, family/medical leave, and military leave/reemployment. (Lec. 3) Pre: graduate standing or permission of Labor Research Center director.

- **LHR 532: Seminar in Labor and Employment Law**

LEC: (3 crs.) Advanced seminar to review and evaluate current issues and changing trends in selected aspects of labor and employment law. May be repeated for credit with different topic, for maximum of 6 credits. (Seminar) Pre: graduate standing or permission of Labor Research Center director.

- **LHR 533: The Business of Employee Benefits**

LEC: (3 crs.) This course will provide students with a foundational understanding of the employee benefits marketplace, with a strong focus on designing effective benefit packages and sharing the intent of the strategy with different business stakeholders. (Lec. 3) Pre: graduate standing or permission Labor Research Center director.

- **LHR 542: Labor Relations And Collective Bargaining**

LEC: (3 crs.) Collective bargaining literature, theories, and practice. Emphasis on the institutional features of bargaining in both public and private sectors as well as techniques, and dynamics of the bargaining process. (Lec. 3) Pre: graduate standing or permission of instructor .

- **LHR 544: Historical Roots of Modern Labor Issues**

SEM: (3 crs.) Cross-listed as (LHR), HIS 544. Historical roots of contemporary workplace issues, including unions, outsourcing, deindustrialization, service work, globalization, labor law, wages, and working conditions. (Seminar) Pre: graduate standing or permission of instructor.

- **LHR 545: Arbitration and Mediation of Labor and Employment Disputes**

LEC: (3 crs.) Students prepare, present, and analyze labor and employment arbitration/mediations. The course also covers interest arbitration, and innovative methods for resolving disputes. Pre: graduate standing or permission of instructor.

- **LHR 546: Negotiation and Alternative Dispute Resolution**

LEC: (3 crs.) Examination of the interpersonal dynamics of negotiations and conflict resolution processes, including interest-based or collaborative bargaining in a variety of

contexts; e.g. labor relations, community, environmental, divorce, racial, commercial. (Lec. 3) Pre: graduate standing or permission of Labor Research Center Director.

- **LHR 551: Strategic Human Resource Management**

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- **LEC:** (3 crs.) Cross-listed as (LHR 551), MBA 572. Human resource management addressed in context of changing product and labor markets, including relationship among human resource functions, policies; the economic, social, and political environment; and firms' strategic objectives. Major research paper required. (Lec. 3) Pre: [LHR 500/MBA 571 and graduate standing in Labor Relations and Human Resources or permission of Labor Research Center director.](#) ~~Pre: graduate standing in Human Resources and Labor Relations or permission of instructor.~~

- **LHR 573: Staffing Organizations**

LEC: (3 crs.) Cross-listed as (LHR), MBA 573. Introduction to the staffing process from scientific, legal, administrative, and strategic perspectives. Covers workforce planning, strategic staffing, job analysis, sourcing, recruitment, candidate assessment and making final hiring decisions. (Lec. 3) Pre: graduate standing or permission of instructor.

- **LHR 580: Professional Seminar in Labor Relations and Human Resources**

SEM: (3 crs.) Advanced human resources and labor relations seminar of variable coverage and focus; adjusted yearly to consider most recent human resource and labor relations developments and provide opportunity for student professional development. Final culminating experience incorporated. (Seminar) Pre: final semester graduate standing in Labor Relations and Human resources. and permission of Labor Research Center director.

- **LHR 581: Internship: Labor Relations and Human Resources**

PRA: (3-6 crs.) Variable length internship with a trade union, a public or private sector personnel or industrial relations department, or a governmental administrative or regulatory agency, under the supervision of both a URI Labor Research Center faculty member and a member of the affiliated organization. May be taken as one 6-credit unit or two 3-credit units. (Practicum) Pre: graduate standing in labor relations and human resources and permission of Labor Research Center director. S/U only.

- **LHR 590: Directed Readings and Research in Labor Relations and Human Resources**

IND: (3 crs.) Readings and research under the direction of LRC-associated faculty to meet individual student requirements. (Independent Study) Pre: graduate standing in labor relations and human resources and permission of Labor Research Center director and instructor.

- **LHR 591: Directed Readings and Research in Labor Relations and Human Resources**

IND: (3 crs.) Readings and research under the direction of LRC-associated faculty to meet individual student requirements. (Independent Study) Pre: graduate standing in labor relations and human resources and permission of Labor Research Center director and instructor.

- **MBA 571: Labor Relations and Human Resources**

LEC: (3 crs.) Cross-listed as (LHR 500), MBA 571. Introduction to labor relations and human resources, including employment practices in unionized and non-union organizations. (Lec. 3) Pre: graduate standing or permission of instructor.

- **MBA 572: Strategic Human Resource Management**

LEC: (3 crs.) Cross-listed as (LHR 551), MBA 572. Human resource management addressed in context of changing product and labor markets, including relationship among human resource functions, policies; the economic, social, and political environment; and firms' strategic objectives. Major research paper required. (Lec. 3) Pre: [Pre: LHR 500/MBA 571 and graduate standing in Labor Relations and Human Resources or permission of Labor Research Center director.](#)~~graduate standing in Human Resources and Labor Relations or permission of instructor.~~

- **MBA 573: Staffing Organizations**

LEC: (3 crs.) Cross-listed as (LHR), MBA 573. Introduction to the staffing process from scientific, legal, administrative, and strategic perspectives. Covers workforce planning, strategic staffing, job analysis, sourcing, recruitment, candidate assessment and making final hiring decisions. (Lec. 3) Pre: graduate standing or permission of instructor.

- **MBA 577: Management of Total Rewards**

LEC: (3 crs.) Compensation systems. Theory and techniques used to determine job worth, to establish the pay mix, compensation philosophies and pay structures. Special issues related to the management of total reward programs. (Lec. 3) Pre: graduate standing or permission of instructor.

- **MBA 578: Human Resource Development**

LEC: (3 crs.) Students will learn about theories of organizational and individual change in the context of three HRM functions: job analysis, performance management and training. This course will sharpen knowledge about how to evaluate and develop employee knowledge, skills, and abilities through training and performance management practices in order to align with organizational strategies and changes in the environment. (Lec. 3) Pre: graduate standing or permission of instructor.

NOTICE OF CHANGE FORM

Notice of Change for: Master of Arts in Marine Affairs

Date:

A. PROGRAM INFORMATION

1. Name of institution

University of Rhode Island

2. Name of department, division, school or college

Department: Marine Affairs

College: CELS

3. Intended initiation date of program change. Include anticipated date for granting first degrees or certificates, if appropriate.

Initiation date: Fall 2020

First degree date: Spring 2011

4. Intended location of the program

Department of Marine Affairs is the current location and will remain so.

5. Summary description of proposed program (not to exceed 2 pages).

Currently, MAF offers a "thesis track" and "non-thesis track" for the Master of Arts in Marine Affairs (MAMA). Historically, the non-thesis track required students to complete a 3-credit major project (MAF 589) and a comprehensive exam. With the elimination of the MAF comprehensive exams in 2017, the department would like to create a new 6-credit MAF 598 non-thesis "major project" course. This course would be required of students in the MAMA program who want to do a major project rather than a thesis. Thesis students typically take 6 credits of MAF 599 (Masters Thesis Research), so this change would better align the number of independent project credits for non-thesis MAMA students with the required number of research credits for thesis MAMA students.

This major project would allow students the opportunity, under the guidance of a faculty advisor, to synthesize, integrate, and apply knowledge and skills acquired in the Marine Affairs Master of Arts program. Examples of major projects might include a business plan for a seafood operation, new dataset on coastal land use, technical paper, or documentary film. Students opting for the major project would be expected to develop a project proposal that would be approved by their faculty advisor, work on and complete a final project under the supervision of the faculty advisor, present the final project in a public forum, and submit a final project report to the faculty advisor.

6. If applicable, please include the existing URI catalog language and proposed catalog changes **indicated in Track Changes**.

Program requirements: thesis or a major project and MAF 482, 502, 577, 651; MAF 511 or appropriate oceanography substitute; EEC 514 or appropriate resource economics substitute; plus a minimum of 21 elective credits for a total of 45 credits. This includes six credits of Masters thesis research (MAF 599) or ~~three~~six credits of Masters project research (MAF ~~589~~598) plus an additional ~~three~~two elective credits.

7. Signature of the President

David M. Dooley