



School of Management
and Labor Relations

BS Degree in Labor and Employment Relations Rutgers, The State University of New Jersey New Brunswick Campus

Study Work. Value People. Lead Change.

Are you interested in how work is managed, the problems of working people, and what workers have done as individuals and groups to address these problems? With flexible scheduling opportunities and credit transfer guidelines, a BS in labor and employment relations from Rutgers University - New Brunswick might be a great choice for you.

Pursue a Degree Designed Just For You

- Transfer up to 60 credits to Rutgers from a county college
- Transfer up to 90 credits from a combination of 2- and 4- year institutions
- Fulfill all your general education requirements with an AA, AS or AAS in Technical Studies as part of [NJPlace](#) from a NJ county college (numerous AAS degrees also fulfill many requirements)
- Flexibly combine online and in-person courses
- Attend evening, weekend, and daytime classes in New Brunswick or at off-campus locations

Open up a Variety of Career Paths

- Manage people well whether you work for a corporation, government, or a community organization
- Specialize in diversity, dealing with unionized employees, or other aspects of managing people
- Represent employees as a union leader or staff member
- Focus on employee rights, work-life balance, or other cutting edge issues
- Pursue an MBA, a law degree, or a professional master's degree in human resources or labor relations

Explore a Wide Range of Topics

- Law in the workplace
- Diversity in the workplace
- Work organization and management
- Labor unions and social movements
- Work, globalization and migration

Enjoy a World-Class Educational Experience

- A national reputation for academic excellence
- Professors who are highly respected in their fields
- Small class sizes and active/interactive teaching styles
- The chance to get to know your instructors

For more information visit: <http://smlr.rutgers.edu/content/bachelors-degrees-labor-employment-relations> or contact talía.schank@rutgers.edu or 849-932-1749

www.smlr.rutgers.edu

Requirements for the Bachelor of Science Degree in Labor & Employment Relations (L&ER)

Courses in Labor and Employment Relations:

36 credits selected from classes offered by the department with a grade of C or better, including:

- 37:575:100 or 37:575:110 (Introductory course)
- 37:575:315 (Employment Law)
- 37:575:395 (Perspectives – a survey of theories relevant to the major, taught with an emphasis on professional communication/writing)
- 37:575:490 or 496 or 497 (Capstone internship. Students with work experience can take any 200-400 level 37:575 course to replace capstone internship requirement.)

Up to 6 of these credits may consist of courses in related social science disciplines.

Research Methods/Statistics Requirement:

- One 3-credit course. Courses from Rutgers that automatically meet this requirement include 37:575:401 (Labor Studies); 01:920:311 (Sociology); 01:830:200 (Psychology); 01:790:300 (Political Science); 10:762:205 (Planning and Public Policy); 01:220:322 (Economics); 01:450:319 (Geography) or 01:960:211, 212 or 285 (Statistics); other courses will be considered on a case-by-case basis.

General Education Requirements (27 credits):

These are automatically met if a student transfers with an AA or AS degree from a NJ county college. For other students, including those who hold AAS degrees or those who transfer before attaining an AA, AS and AAS in Technical Studies degree as part of [NJ Place](#), the requirements can be met via a combination of courses taken at a county college and at Rutgers-New Brunswick.

In general, any of the classes designated by the School of Arts and Sciences-New Brunswick within a given category are acceptable, as are any of the classes that articulate into a category according to NJ Transfer.

- **Writing and Communication.** Expository writing plus a second class that is writing intensive for a total of 6 credits. The following classes within the major can be used to meet the second class requirement (AKA Double-Dipper): 575:201, 202, or 362.
- **Quantitative reasoning.** 3 credits in college-level mathematics or in a course utilizing applied quantitative reasoning plus the 3-credit class in research methods/statistics (for a total of 6 credits). Classes in accounting, finance, or other quantitative business areas are considered to use applied quantitative reasoning. Double Dipper: Finance for Personal & Professional Success (37:575:250)
- **Science or Technology.** 6 credits. courses from natural science departments or from other departments that are primarily science-based as well as computer and technology-based for a total of at least 6 credits.
- **Social Science.** 3 credits. Students must complete one course in area of social science for a total of 3 credits to satisfy this requirement. Such areas include: psychology, sociology, economics, foreign language, music, philosophy, and religion.
- **Arts & Humanities.** 3 credits. Any course from an Art, Music, English, Foreign Language, Classics, Religion, or other Humanities department; courses from area studies programs or interdisciplinary departments may be counted on a case-by-case basis.
- **History.** 3 credits. Any course from a history department or any course primarily historical in nature from another department. The following classes within the major can be used to meet this requirement: 201, 202, or 407.
- **Diversity.** 3 credits. Approved course that provide opportunities to learn about matters as history, culture, values which examine problems and issues of all members of society.
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Note that a social science general education requirement is automatically met by classes in the major.

Answers to Common Questions (Must Read)

Q: I want to major in Human Resource Management. Should I choose admission to the School of Arts and Sciences (SAS) or the School of Management and Labor Relations (SMLR)?

A: SAS. The Human Resource Management (HRM) major is a liberal arts major offered only to SAS liberal arts students. You must be admitted first to SAS and can then apply for admission to the HRM major.

Q: I have been admitted to the Bachelor of Science in Labor and Employment Relations (BSLER) offered by SMLR. I have decided I want to major in Human Resource Management (HRM) instead. Can I change my major?

A: No. Currently direct admission to SMLR has been approved for a primary major in **Labor and Employment Relations**. If you wish to change to the HRM major you will need to apply for admission to the School of Arts and Sciences. If you are accepted, you may then apply for admission to the HRM major. Another option might be to complete a minor (or secondary major) in Human Resource Management (though a minor is not required for the BSLER degree). HRM has been approved as a Joint degree program and students must be admitted to the School of Arts & Sciences (SAS) to complete a HRM major and will also be required to complete a minor.

Q: Eventually, I want to apply to the Rutgers Business School (RBS) - Newark and New Brunswick. Then I'll complete an undergraduate major in accounting, finance, marketing, management and global business, or supply chain and marketing science. Should I accept the offer of admission to the School of Management and Labor Relations (SMLR)?

A: No. You should enroll (if you have been admitted) in RBS or in SAS, New Brunswick. See <http://www.business.rutgers.edu/about-rbs> for details on the admissions process for the Rutgers Business School.

In short, SMLR's BS degree in Labor and Employment Relations is a well-rounded program designed with work as the center and is designed for non-traditional students who need a flexible schedule of classes. You may choose to concentrate in one or all of the five areas surrounding work. We'd like "you" to want SMLR as your ultimate destination. Please join us with that in mind. But if your first choice is one of these other majors offered by other Rutgers academic units please seek admission to those programs of study.





The School of Management & Labor Relations (SMLR) offers a joint Bachelor's/Master's program that allows students to complete both a bachelor's (BS or BA) degree in Labor Studies and a Master of Labor and Employment Relations (MLER) degree in just five years of full-time study.

A graduate degree increases the marketability of prospective employees and signals to employers your qualifications for future career advancement. The Master of Labor and Employment Relations combines professional training with intellectual exploration to produce graduates who are thoughtful professionals, informed leaders, and/or researchers grounded in contemporary reality. Graduates have been prepared for a wide variety of careers, including those in employment relations, state and federal government agencies, human resource management, organizational management, business and finance, marketing and outreach, social and community organizing, among others. The skills attained with this degree are relevant in all types of organizations; large and small, private and public, for-profit and non-profit.

Application information:

- Complete the online application during your senior year by visiting gradstudy.rutgers.edu.
- Submit a personal statement and three references (preferably Labor Studies faculty members)
- **We will waive the GRE requirement**

Students who complete the Labor Studies major and are accepted into the graduate program:

- May waive up to nine credits of graduate work.
- Can start their graduate work as undergraduate students by taking up to two graduate-level courses.
- Can complete the Master's program with just one extra year of study.

For additional questions, contact Akhila Naik, Director of Student Services at akhila.naik@rutgers.edu or by phone at (848) 932-1981.

Career Opportunities for majors in Labor and Employment Relations



The Labor Studies and Employment Relations major is a multidisciplinary field that is designed to prepare students for a wide variety of careers, including those in employment relations, state and federal government agencies, human resource management, organizational management, business and finance, marketing and outreach, social and community organizing, among others. The skills attained with this degree are relevant in all types of organizations; large and small, private and public, for-profit and non-profit.

Entry level workers usually enter formal or on-the-job training programs. Later they may advance to a managerial position. A master's degree or higher is desirable for individuals seeking these and general top management positions. Many choose to pursue master's degrees in labor and employment relations, law, business, or human resources management.

Jobs Obtained by Rutgers Graduates in Labor & Employment Relations or Labor Studies

First Jobs of Graduates

Account Executive, Alan Taylor Communications
Assistant Personnel Administrator, Department of Human Resources
Staff Representative, Communication Workers of America
Assistant Manager, Enterprise Rent-A-Car
Benefits Supervisor, JVC
Benefits Consultant, Johnson & Johnson
Career Counselor, DeVry Technical Institute
Claims Adjuster, NJ Manufacturer's Insurance Co.
Community Health Coordinator, RWJ Hospital

Employee Relations Specialist, Caesar's Casino
Human Resources Generalist, Resolution Trust Corporation
Financial Planning Specialist, AT&T
Safety Manager, Cooperheat, Inc.
Senior Manager, R.H. Macy & Company
Staff Training Coordinator, ITT Job Training Service
Employee Benefits Administrator, Rhone-Poulenc, Inc.
Underwriter, Seabury & Smith Organization, Inc.

Jobs of Experienced Alumni

Account Representative, Kimberly-Clark Corporation
Administrator, Blue Cross-Blue Shield
Assistant Manager, First Fidelity Bank
Assistant Professor, Hofstra University (Ph.D.)
Assistant Dean, Mason Gross School of the Arts
Attorney, Kalter, Kaplen & Zeiger (JD)
Contract Specialist, US Army
Director, Business Development, Morrell & Associates
Director of Special Projects, Senate Republican Majority
District Agent, Prudential Insurance
Employee Relations Manager, Tenneco Inc.
Employee Development Manager, NJ Natural Gas Co.
Fraud Specialist, Merrill Lynch
Human Resources Director, Hamilton Hospital
Industrial Relations Manager, Alpha Wire Corp.
Judicial Clerk, NJ State Superior Court
Labor Relations Representative, Long Island Railroad

Legislative Librarian, Office of Legislative Services
Manager, Corporate Benefits, Johnson & Johnson
Manager of Benefits, Sarnoff
Organizer, AFL-CIO
Organizing Coord., Communication Workers of America
Personnel Administrator, Wang Laboratories
Placement Specialist, Washington Inst. of Employment
Police Officer, New Brunswick Police
Project Planning Manager, New Jersey Transit
Public Health Advisor, New Jersey Health Department
Quality Assurance Director, Baxter Travenol Labs, Inc.
Reporter, CWA State Worker, Newspaper
Sr. Employment Coord., DeVry Institute
Sr. Staff Rep., Communication Workers of America
Systems Manager, AT&T Corporate Headquarters
Vice President, Bankers Trust Company
Writer, National Education Association