

## Liberal Studies

**Janat F. Parker**, Professor, Psychology, and Director of Liberal Studies

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The Liberal Studies Program exposes the student to a wide range of courses offered by the College, while granting the opportunity to pursue an individualized program of studies under the Liberal Studies guidelines. These guidelines include six categories of courses: (1) Foundations of Liberal Studies, two courses to be taken as early as possible; (2) Interdisciplinary Colloquia, two courses involving faculty from several departments of the College, and dealing with interdisciplinary topics; (3) Natural Sciences, two courses to expose the student to the scientific method and its application to problems in biology, chemistry, environmental science, earth sciences, and physics; (4) Humanities, two courses dealing with the analysis of literary, philosophical, religious and historical texts or appreciation of works of art, music, and theatre; (5) Social Sciences, two courses to expose the student to the basic theories and methods of social scientists in the fields of anthropology, economics, international relations, political science, psychology, and sociology; (6) Artistic Creation, one course in studio art or music, creative writing, or theatre to allow the student to experiment with his or her own creativity, and to experience the work of the artist.

Students are free to choose any combination of courses within these guidelines. Under the advisement of the Director or Associate Director of Liberal Studies, the student will be encouraged to pursue a minor, a certificate, or a double major.

## Bachelor of Arts

**Degree Program Hours: 120**

### Lower Division Preparation

#### Common Prerequisites

No specific courses required; all students are encouraged to complete the Associate in Arts degree.

**Recommended Courses:** Arts and Sciences concentration recommended.

To qualify for admission to the program, FIU undergraduates must have met all the lower division requirements including CLAST, completed 60 semester hours, and must be otherwise acceptable into the program.

### Upper Division Program

**Required Courses:** (33 credits)

Courses offered by any of the units of the College of Arts and Sciences, chosen in accordance with academic guidelines of the Program of Liberal Studies, to meet requirements in the four following areas:

Natural Sciences	6
Humanities	6
Social Sciences	6
Artistic Creation	3
Interdisciplinary Colloquia offered by the Liberal Studies Program	6
Foundations of Liberal Studies	6

All courses must be completed with a grade of "C" or better.

**Electives:** (27 credits)

The remaining hours will be taken as electives.

## Course Descriptions

### Definition of Prefixes

IDS-Interdisciplinary Studies

**IDS 2930 Faculty Scholars Seminar (1).** Provides freshman Faculty Scholars the opportunity to participate in the interdisciplinary study of significant themes. May only be taken twice.

**IDS 3930 Foundations of Liberal Studies (3).** This will be a broad synthesis of knowledge and methods in the Arts and Sciences taught from the perspective of different disciplines. Specific topics will be announced in advance.

**IDS 3949 Cooperative Education in Liberal Studies (3).** A student majoring in Liberal Studies may spend one semester fully employed in industry in a capacity relating to the major. This course must be taken as an elective.

**IDS 4905 Independent Study (VAR).** Cross-disciplinary topics for individual study and research to be chosen by students in consultation with their faculty advisors. This course must be taken as an elective.

**IDS 4920 Liberal Studies Colloquia (3).** Individual sections will study, from an interdisciplinary perspective, issues selected and presented jointly by College faculty. Specific topics will be announced in advance.

**IDS 4930 Foundations of Liberal Studies (3).** This will be a broad synthesis of knowledge and methods in the Arts and Sciences, taught from the perspective of different disciplines. Specific topics will be announced in advance.

**IDS 4949 Cooperative Education in Liberal Studies (3).** A student majoring in Liberal Studies may spend one semester fully employed in industry in a capacity relating to the major. This course must be taken as an elective.

## Labor Studies

**Margaret Wilson**, Director, Labor Studies Concentration

**Dawn Addy**

**Thomas Humphries**

**Bruce Nissen**

The Liberal Studies Program of the College of Arts and Sciences offers a Concentration in Labor Studies as an option within the program. As an academic discipline, Labor Studies has its roots in both the social sciences and the workers' education movement of the early twentieth century. Labor Studies as a discipline acknowledges insights into the labor field which have emerged from decades of university-union cooperation in labor affairs apart from the traditional framework of industrial relations. According to this concept, Labor Studies is the academic examination of issues which confront people in the pursuit of their need for rewarding employment. The focus of inquiry is on workers as individuals, as members and/or leaders in their unions or associations, and as citizens of their communities.

People in pursuit of rewarding jobs and careers have employed and continue to develop a variety of individual and collective strategies to cope with the dynamics of

change in society, including the development of unions and other workers' associations. Because these unions and associations also conduct autonomous economic, social and political programs which transcend their labor relations nexus with management, Labor Studies reaches beyond industrial relations and addresses an additional set of questions and concerns.

Thus, Labor Studies takes as its focus the individual workers, the unions and associations that workers develop, and the internal and external relations of those unions and associations to other societal institutions in the United States and around the world. The scope of Labor Studies is dictated by the needs and interests of workers and employees, including their individual, group and organizational problems in the workplace; their relationships with their employers; and their interactions with the larger community, economy, and polity.

A student majoring in Liberal Studies may earn the Concentration in Labor Studies by fulfilling the requirements of both programs. The Concentration is a nine-course (27-credit hour) program of study within the Liberal Studies Degree.

### Required Courses for Liberal Studies: (33)

Thirty-three semester hours of concentration at the 3000 or 4000 level as required for all Liberal Studies students to be selected in consultation with and agreement of advisor. Courses are to meet requirements in the following areas:

Natural Sciences	6
Humanities	6
Social Sciences	6
Artistic Creation	3
Interdisciplinary Colloquia	6
Foundations of Liberal Studies	6

When possible, these courses should be selected from the list of required and elective courses for Labor Studies. All courses must be completed with a grade of 'C' or better.

### Required Courses for Labor Studies Concentration: (12)

LBS 3001	Introduction to Labor Studies
Minimum of three courses (nine hours) to be chosen from the following: (additional courses from this list may be used to fulfill electives). To be chosen in consultation with and agreement of advisor.	
ECO 2023	Principles of Microeconomics
LBS 4101	Theories of the Labor Movement
LBS 4210	Women and Work in the United States
LBS 4501	Labor Law
LBS 4900	Directed Study in Labor Studies
SYO 4360	Work & Society

### Electives (15)

To be chosen from the following in consultation with and agreement of advisor (some of these courses may require prerequisites).

#### Economics

ECO 2013	Principles of Macroeconomics
ECO 3303	Development of Economic Thought
ECO 4321	Radical Political Econ
ECO 4622	Economic Development of U.S.
ECO 4701	World Economy
ECO 4733	Multinational Corporations
ECP 4203	Intro to Labor Economics
ECP 4204	Theory of Labor Economics

ECS 3402 The Political Economy of South America

#### History

AMH 2020	American History 1850-Present
AMH 3270	Contemporary U.S. History
AMH 4251	The Great Depression
AMH 4500	United States Labor History
EUH 4660	Modern Europe, 1789 to the Present
LAH 3200	Latin America: The National Period
LAH 4511	Argentina: 18th-20th Centuries
LAH 4600	History of Brazil

#### Industrial Engineering

EIN 4214	Safety in Engineering
EIN 4261	Industrial Hygiene

#### International Relations

INR 3004	Patterns of International Relations
INR 3043	Population and Society
INR 4283	International Relations, Development, and the Third World

#### Labor Studies

LBS 4150	Contemporary Labor Issues
LBS 4260	Union Leadership and Administration
LBS 4401	Labor Contract Negotiations
LBS 4461	Labor Dispute Resolution
LBS 4654	Comparative and International Labor Studies
LBS 4905	Topics in Labor Studies
LBS 4930	Topics in Labor Studies
LBS 5464	Labor Arbitration

#### Management

MAN 4401	Collective Bargaining
MAN 4410	Union-Management Relations
MAN 4610	International and Comparative Industrial Relations

#### Philosophy

PHI 2600	Introduction to Ethics
PHI 3636	Professional Ethics
PHM 3200	Social and Political Philosophy
PHM 3400	Philosophy of Law

#### Political Science

POS 3424	Legislative Process
POS 4071	Corporate Power and Politics
POS 4122	State Government and Politics
POT 3204	American Political Thought
POT 3302	Political Ideologies
PUP 4004	Public Policy (U.S.)

#### Psychology

INP 2002	Introductory Industrial/Organizational Psychology
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#### Public Administration

PAD 2002	Intro to Public Administration
PAD 4223	Public Sector Budgeting
PAD 5427	Collective Bargaining in the Public Sector

#### Sociology/Anthropology

ANT 4007	The Organizer
ISS 3330	Ethical Issues in Social Sciences
SYA 3300	Research Methods
SYA 4010	Sociological Theories
SYO 4360	Work & Society
SYO 4530	Social Inequality
SYO 4421	Man, Society and Technology

**Statistics**

STA 1013	Statistics for Social Services
STA 2122	Introduction to Statistics I
STA 3123	Introduction to Statistics II

**Theatre**

SPC 2600	Public Speaking
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**Course Descriptions****Definition of Prefixes**

LBS - Labor Studies

**LBS 3001 Introduction to Labor Studies (3).** History and development of the labor movement, with emphasis on union development as a response to industrialization and technological change. Includes the structure and functioning of modern unions, the development of modern technology, the industrial working class, and the impact of the rural-urban shift of labor.

**LBS 3470 Labor Contract Administration (3).** Use of grievance procedure to administer a collective bargaining agreement. Identification, research, presentation and writing of grievance cases. Technical and legal role of union steward.

**LBS 3943 Internship in Labor Studies (3).** Practical training and experience in various aspects of labor organization policies, practices, and procedures through placement with a local labor organization. Reports and papers required. Prerequisite: Permission of the instructor.

**LBS 3949 Cooperative Education in Labor Studies (1-3).** One or two semesters of part or full-time work related to the major. Written reports and supervisor evaluations required. Prerequisite: Permission of Labor Studies Program.

**LBS 4101 Theories of the Labor Movement (3).** This course deals with theories which have attempted to explain the origins, developments, and functioning of the labor movement.

**LBS 4150 Contemporary Labor Issues (3).** Studies of contemporary labor issues selected from such areas as collective bargaining, arbitration, mediation, legislation, regulative and administrative law, employment discrimination, and union grievances.

**LBS 4154 Workers and Diversity (3).** The theoretical debates surrounding the workforce participation of women and minorities as well as the historical position of these groups in the labor force are studied. Students explore social phenomena that contribute to the continuation of discriminatory practices and study and analyze the policies that attempt to address these issues. Prerequisites: Junior or Senior standing.

**LBS 4210 Women and Work in the United States (3).** The role of women in the work force and in unions with historical, social, and economic emphasis.

**LBS 4260 Union Leadership and Administration (3).** Administration of labor organizations; labor policies and practices; legal requirements and financial administration of unions. Prerequisite: LBS 3001.

**LBS 4401 Labor Contract Negotiations (3).** A comprehensive study of collective bargaining with emphasis upon the private sector. Included will be

negotiations and scope of contracts, day-to-day contract administration, and major bargaining issues.

**LBS 4461 Labor Dispute Resolution (3).** Theory and practice of dispute resolution in industry arbitration processes, grievances, mediation, fact-finding, and conciliation. Arbitration of industrial claims and disputes, commercial arbitration. Prerequisite: LBS 3001.

**LBS 4484 Classroom Conflict Resolution (3).** Investigate conflict and violence, and help students to develop strategies to defuse them in the classroom.

**LBS 4501 Labor Law (3).** Studies the history and current functioning of labor law with special emphasis upon the private sector.

**LBS 4610 Cross Cultural Dimensions of Latin American Labor Relations (3).** A survey of the issues, techniques, and professional competencies required to effectively understand and contribute to furthering fluid and productive labor management relationships in the hemisphere.

**LBS 4653 Labor Movements in Developing Countries (3).** The role that unions play in developing or recently developed countries; the relationship between economic development strategies and union structure/strategy; role of unions in representing popular social sectors; special emphasis on Latin American and Asian labor movements.

**LBS 4654 Comparative and International Labor Studies (3).** A study of labor issues from a comparative and international perspective with emphasis upon the impact of international organizations on labor relations systems and a comparison among major labor relations models.

**LBS 4900 Directed Study in Labor Studies (3).** Supervised reading and/or field research and training.

**LBS 4905/4930 Topics in Labor Studies (1-3).** Selected topics or themes in Labor Studies. The themes will vary from semester to semester. With a change in content, course may be repeated.

**LBS 4949 Cooperative Education in Labor Studies (1-3).** One or two semesters of part or full-time work related to the major. Written reports and supervisor evaluations required. Prerequisite: Permission of Labor Studies Program.

**LBS 5155 Workplace Diversity (3).** Students examine theoretical debates surrounding workforce participation of women and minorities; historical position of these groups in labor force; social phenomena that contribute to discriminatory practices and development of policies to eliminate discriminatory practices.

**LBS 5215 Women in the United States Workplace (3).** Students explore womens' changing role in U.S. workplace and development of workers' organizations from Colonial era to modern day. Special attention given to role of class, race, and ethnicity within context of gender.

**LBS 5406 Collective Bargaining and Labor Relations (3).** A comprehensive study of major issues and themes in American collective bargaining. Includes origins of collective bargaining, labor law, unionization, contract negotiations patterns in contract content, impact of external laws, public sector unions, grievance arbitration

and interest arbitration. Prerequisite: Permission of the instructor.

**LBS 5464 Labor Arbitration (3).** Study of labor dispute resolution with emphasis on grievances, fact-finding, and arbitration.

**LBS 5465 Introduction to Mediation (3).** Examines the role of mediation in resolving civil, commercial, family, public and workshop disputes. Incorporates mediation principles and skills, different approaches to mediation, and current research in mediation. Prerequisite: Permission of the instructor.

**LBS 5466 Family Mediation (3).** Provides a comprehensive understanding of conflict resolution, power and balances, emotional and psychological issues, negotiation techniques as well as the development of practical skills in the field of family mediation. Prerequisite: Permission of the instructor.

**LBS 5467 Civil Mediation (3).** A comprehensive understanding of the field of civil mediation as well as the development of the practical skills to be a civil mediator. Prerequisite: Permission of the instructor.

**LBS 5485 Fundamentals of Conflict Resolution (3).** Survey of the major contemporary theories of organizational functioning and the management of conflict within and among organizations in a globalized world. Theories that center primarily within the fields of dispute resolution, sociology, and social interaction/group theory will be emphasized. Prerequisite: Permission of the instructor.

**LBS 5486 The Dynamics of Conflict Management (3).** Investigate conflict and violence, and help students to develop strategies to defuse them in the classroom.

**LBS 5507 Labor and Employment Law (3).** Familiarizes the student with the legal issues and rules regarding unionization of employees, the collective bargaining process, the relationship between the employee and his/her union, and the administration of collective bargaining agreements. Examines the legal framework within which collective bargaining occurs and also familiarizes students with additional issues of rights in employment. Prerequisite: Permission of the instructor.

**LBS 5658 Labor Movements and Economic Development (3).** Relationships between unions and economic development strategies in developing/recently developed countries; emphasis on social movement unionism and unions in Latin America and Asia. Prerequisite: Permission of the instructor.

**LBS 5930 Topics in Labor Studies (1-3).** Selected topics or themes in Labor Studies. Themes will vary from semester to semester. With a change in content, course may be repeated. May include field work. Prerequisite: Graduate standing.

**LBS 5931 Topics in the Philosophy and Methods of Conflict Research (3).** Provides an examination of the philosophy, methods, and research in the field of conflict resolution. The particular content and orientation of the course may vary according to the particular focus examined. Prerequisite: Permission of the instructor.

**LBS 6906 Directed Individual Study (3).** Specialized intensive study in areas of interest to student. Student plans and carries out independent study project under the direction of faculty member. Topics must relate to content of Labor Studies or ADR. Prerequisite: Permission of the instructor.

**LBS 6945 Internship Labor Studies / Alternative Dispute Resolutions (3).** Practical training and experience in organization according to students needs and interests. Reports and papers required. Prerequisite: Permission of the instructor.