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

www.smlr.rutgers.edu
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 waive 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 NJPlace, 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. Double Dippers: http://ucc.rutgers.edu/geneds

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 business.rutgers.edu/default.aspx?id=254 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 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.

www.smlr.rutgers.edu
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, Rhône-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