

ILRLR 1200: Introduction to Disability Studies

This course provides an introduction to the field of Disability Studies, in both an academic and applied context, and will examine the issues that affect the inclusion and integration of people with disabilities in the U.S., including: the history and impact of medical and social attitudes toward disability; the legacy and future of the disability rights movement; disability policy and laws, and their effects on workplace, technological, and physical environments; representations of disability in mass media; access to education and employment; and contemporary national efforts to expand the rights and to promote the inclusion of people with disabilities in the workplace, educational domain, and everyday society.

ILRLR 4865/6865: Crisis in Public Education- Analyzing the Clash between the Education Reformers and Teacher Unions

Many Democratic and Republican party political leaders claim to be education reformers. Billionaire philanthropists say the same. They and public education's other critics agree that they do not like the educational outcomes produced in our public schools. These increasingly strident forces often blame the political power and the collectively bargained over agreements achieved by the national and local teacher unions for student failings, high local tax rates, inflated salaries, and monopolistic labor market practices. This narrative and pursuit of policies thereunder are challenging the historic public education configuration in nearly every state. This course will critically examine these forces and attempt to place their criticisms and suggestions in a policy, political, and legal perspective. Are those who sharply disagree with the current state of the public education system and workplace true reformers? Has our public education system failed, and if so, how do we know? Whether the system has failed or is ailing, what role have unions and their insistence, where allowed, upon exercising their political power and their right to collective bargaining, played in creating this societal tension? And, looking into the future, do we see the educational reformers and/or the unions and their think tank colleagues fashioning a viable set of constructive policies that will attract teachers and make it possible for our youth to learn? Answering these questions will be a challenge, but we will surely attempt to throughout our studies in this course.

ILROB 4230: Leadership in Organizations: Implications for Employee Motivation, Organizational Culture, and the Work Environment.

ILROB 4230 is an applied course. We will cover basic leadership theories with an emphasis on how they are used, analyze leadership cases, and examine current leadership surveys and training materials. We will also study leadership philosophies and management practices in different cultures. As part of the course, students will learn how to evaluate leadership "best-sellers" (the kind of book that sells in airports). In the Fall 2015 semester, ILR4230 will be taught as a small research seminar in which students will conduct their own research on leadership and motivation. The seminar research format requires a solid block of time for discussion of leadership cases, demonstrations of leadership models and surveys, and the design and execution of research projects, so we will meet once a week on Monday evenings from 7:30 to 10:00.