

# WORK AND LABOR POLICY, MASTER OF ARTS

The Master of Arts (M.A.) Work and Labor Policy program is designed for graduate students employed by unions, business, government and schools, and people active in labor and politics. While the program provides students with a background in American labor relations, labor history, labor law and collective bargaining, the focus is on current problems and policies generated by changes in the global economy, technology, the workforce and the workplace. This program can increase effectiveness in present positions or prepare students for new positions that deal in labor, government, industrial relations or human resources.

Students are encouraged to use elective courses and produce a final project to develop an area of specialty. Faculty will help students choose elective courses, as well as a final project focused on a policy memorandum.

## Program Delivery and Tuition Rate

This master's program is delivered through online courses and is billed at the non-MBA rate.

## Admission

Admission to this program is selective. This program enrolls new students in the fall and spring terms. Applicants must possess a bachelor's degree.

## Application

Please see the Graduate Admission (<http://catalog.esc.edu/graduate/admission/>) section of this catalog for a complete listing of materials required to complete a graduate application.

## Program Curriculum

In order to complete this 30-credit program, students must take 4 core courses, 5 concentration courses, and the capstone course.

Code	Title	Credits
<b>CORE (4)</b>		<b>12</b>
PPOL 6007	Policy Process	
LABR 6010	Work and Labor Studies	
LABR 6015	Labor Policy in America	
PPOL 6020	Research Methods	
OR		
PPOL 6021	Methods for Policy Research	
<b>CONCENTRATION (5)</b>		<b>15</b>
Students select one of three* concentrations: Work and Labor Policy, Workforce Development, or the General Concentration. Each concentration requires completion of 5, 3-credit courses. The General concentration allows a student to take scheduled or individualized electives to reflect their interests and to reinforce the individual focus of their degree.		
<b>CAPSTONE</b>		
LABR 7010	Final Project - Professional Project: Work and Labor Policy	3
<b>Total Credits</b>		<b>30</b>

\*This degree program is not currently accepting applications for the Work and Labor Policy concentration.

## Enrollment Sequences

The following are the suggested sequencing of course enrollment based on a part-time schedule. Students should work with their academic advisor to determine their individual sequencing.

### Work and Labor Policy Part-time Enrollment Sequence

**Please Note: This program is not accepting any new students into this concentration at this time. Prospective students may apply to the Workforce Development or the General concentrations.**

Course	Title	Credits
<b>First Year</b>		
<b>Term 1</b>		
PPOL 6007	Policy Process	3
LABR 6010	Work and Labor Studies	3
<b>Credits</b>		<b>6</b>
<b>Term 2</b>		
LABR 6015	Labor Policy in America	3
PPOL 6020	Research Methods	3
OR		
PPOL 6021	Methods for Policy Research (3cr)	
<b>Credits</b>		<b>6</b>
<b>Term 3</b>		
LABR 6020	Working in America	3
LABR 6034	American Capitalism	3
<b>Credits</b>		<b>6</b>
<b>Second Year</b>		
<b>Term 4</b>		
LABR 6025	Labor & Employment Relations	3
LABR 6050	Government, Work, & Labor	3
<b>Credits</b>		<b>6</b>
<b>Term 5</b>		
LABR 6075	Global Work	3
LABR 7010	Final Project - Professional Project: Work and Labor Policy	3
<b>Credits</b>		<b>6</b>
<b>Total Credits</b>		<b>30</b>

### Workforce Development Part-time Enrollment Sequence

Course	Title	Credits
<b>First Year</b>		
<b>Term 1</b>		
PPOL 6007	Policy Process	3
LABR 6010	Work and Labor Studies	3
<b>Credits</b>		<b>6</b>
<b>Term 2</b>		
LABR 6015	Labor Policy in America	3
PPOL 6020	Research Methods	3
OR		
PPOL 6021	Methods for Policy Research (3cr)	
<b>Credits</b>		<b>6</b>
<b>Term 3</b>		
CAED 6010	Principles of Community & Economic Development	3
CAED 6070	Workforce Development Policy	3
<b>Credits</b>		<b>6</b>
<b>Second Year</b>		
<b>Term 4</b>		
LABR 6030	Sociology of Work: Human Resources	3
ADLC 6040	Learning & Education in the Workplace	3
<b>Credits</b>		<b>6</b>
<b>Term 5</b>		
Elective		3

LABR 7010	Final Project - Professional Project: Work and Labor Policy	3
<b>Credits</b>		<b>6</b>
<b>Total Credits</b>		<b>30</b>

### General Concentration Part-time Enrollment Sequence

Course	Title	Credits
<b>First Year</b>		
<b>Term 1</b>		
PPOL 6007	Policy Process	3
LABR 6010	Work and Labor Studies	3
<b>Credits</b>		<b>6</b>
<b>Term 2</b>		
LABR 6015	Labor Policy in America	3
PPOL 6020	Research Methods	3
OR		
PPOL 6021	Methods for Policy Research (3cr)	3
<b>Credits</b>		<b>6</b>
<b>Term 3</b>		
Elective 1		
		3
Elective 2		
		3
<b>Credits</b>		<b>6</b>
<b>Term 4</b>		
Elective 3		
		3
Elective 4		
		3
<b>Credits</b>		<b>6</b>
<b>Term 5</b>		
Elective 5		
		3
LABR 7010	Final Project - Professional Project: Work and Labor Policy	3
<b>Credits</b>		<b>6</b>
<b>Total Credits</b>		<b>30</b>

### Electives

Students are urged to use their electives to build a concentration in such areas as trade union administration, collective bargaining and dispute resolution, occupational health and safety, or human resource management. They may choose to take *scheduled* or *individualized* electives.

Examples of some *scheduled* electives include but are not limited to:

Code	Title	Credits
LABR 6050	Government, Work, & Labor	3
LABR 6070	Theories of the Labor Movement	3

Students can also design *individualized* electives to support their final project work. With the help of their advisors, graduates of this program have designed individualized electives in topics such as: Occupational Health and Safety in the Modern Workplace, Environment, Labor & Community, and Compensation, Motivation & Performance.

### Transfer Credit

After admission, students should discuss the possibility of transfer credit with their academic advisor. To request transfer credit, students complete the Transfer Credit Request Form available through the Quicklinks box of the Graduate Student Center on MySUNYEmpire (<https://www.sunyempire.edu/mysunyempire/>).

Typically, 9 credits are acceptable for transfer subject to the Transfer Credit Policy (located in the policy section of this catalog).

### Final Project

The final project represents the capstone experience in the program. This shall take the form of a Policy Memorandum, which is designed to support students' professional and personal goals. This is a challenging task, which draws on and brings together the skills and concepts learned through the master's program. It requires identification of a public policy issue, examination, and interpretation of various sources of information relating to the issue including scholarly sources, analysis of possible approaches to the issue, and the student's recommendations regarding the issue.

### Learning Activities and Course Goals

As the capstone project for the master's program, the policy memo builds on prior coursework and provides the opportunity for the student to engage in a sustained examination of a major policy issue; it integrates and puts into action the learning acquired throughout the program in courses such as policy process, public policy analysis, policy implementation, ethics and program-specific courses.

The purpose of this option is to reinforce the knowledge and skills required to analyze policy issues, develop defensible positions on policy issues, and clearly communicate a position in the form of a policy memo which is standard fare in the work of legislators, elected officials, agency heads, and other organizational leaders involved in the formation of policy.

The policy memo includes the exploration of a critical issue, the development of alternative approaches to the issue and a reasoned, evidence-based, defensible argument about how the issue should be addressed. It is important to keep in mind the distinction between a policy memo and other academic papers. Whereas academic papers build arguments by gradually introducing the least important ideas first, a policy memo uses an "inverted pyramid" of ideas, delivered as efficiently as possible, beginning with the most important. In a policy memo getting at the truth through the exploration and the interpretation of what is known about an issue is more important than developing new knowledge. As such, no thesis statement or theoretical framework underpins a policy memo.

Course goals:

- The ability to clearly identify a critical policy issue related to the student's program;
- The ability to identify and access relevant information related to the problem;
- Demonstration of a nuanced comprehension, evaluation, and interpretation of the body of knowledge surrounding the issue;
- Exhibition of a disciplined application of knowledge in the formulation of alternative, feasible approaches to the issue; and
- Presentation, in good tightly-constructed prose, of a well-reasoned defensible approach to the issue that draws on relevant concepts from previously completed coursework.

To complete the project, the student will engage in the relevant readings for this project and prepare drafts of the policy memo. As opposed to preparing the entire memo all at once, the student will develop the memo in sections as follows: Executive Summary (while this appears first in a policy memo, its exact contents will change as the student progresses through this course); Argument, Counter Arguments, Analysis, Recommendations.

Following instructions in the online course, drafts will be submitted to the instructor for review and comments; the student will revise project drafts and return. This process will be repeated until the draft is accepted by

the instructor. While there is no set number of pages for a policy memo which can range from a page to a hundred pages, for the purposes of this program, 20-30 pages is the target. The specific task should dictate the length of a policy memo. The writer should use a direct, efficient style of writing that results in a "tight" memo that does not ramble or engage in needless repetition. The student may be required at strategic points during the semester to provide drafts to other students for their feedback and, in turn, the student may be expected to provide feedback to help other students improve their projects.

At the end of the term, the student will be expected to make an oral presentation, following instructions in the online course. The presentation will be made to other students in the study and to the instructor-of-record. The student will be expected to respond to any questions that might be posed during the presentation.

Finally, the faculty member involved will render an evaluation of the project and privately share it with the student. Even if the student receives a passing evaluation, he/she may be expected to make revisions to the project.

**Upon successful completion of the program, students will be able to:**

- Understand the policy process from formation to implementation.
- Create a paradigm for analyzing public policy.
- Intensively engage with specific policy issues.
- Engage in sustained, disciplined research effort.
- Develop competencies that they are likely to need as professionals in the public policy arena.