Dear MAIR Students and Other Interested Readers:

Welcome to the latest issue of the Master of Arts in Industrial Relations (MAIR) Program Newsletter. In this edition, you'll find:

- The MAIR winter 2006 course schedule,
- Details on three featured courses offered winter term,
- Information about the Detroit Area Chapter of the Labor and Employment Relations Association (LERA),
- Congratulations to Daimler Chrysler scholarship winners,
- Information and application procedures for the current round of Daimler Chrysler scholarships,
- Profiles of one current MAIR student and one MAIR alumna.

Dr. Heidi Gottfried and I hope that you will find this newsletter both informative and useful. We publish the newsletter in this electronic format once each academic term. If you have any ideas for inclusion in future editions, please email them to me at: linda.hulbert@wayne.edu

Happy reading,

Linda Lora Hulbert
Project Coordinator, MAIR Program
Editor, MAIR Newsletter
REMINDER: Registration for the Winter 2006 Term begins November 7, 2005 and continues through the start of classes in January. Please contact Heidi Gottfried (ag0921@wayne.edu) if you need to review your MAIR Plan of Work before you register.

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<tr>
<th>Course</th>
<th>CRN</th>
<th>Course Name</th>
<th>Days</th>
<th>Times</th>
<th>Location</th>
<th>Instructor</th>
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<tr>
<td>MGT 7640</td>
<td>23474</td>
<td>Management of Human Resources</td>
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<td>6:00-8:45 pm</td>
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<td>Management of Human Resources</td>
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<td>MGT 7750</td>
<td>23475</td>
<td>Labor Relations and Collective Bargaining</td>
<td>W</td>
<td>6:00-8:45 pm</td>
<td>Campus (126 Cohn)</td>
<td>Martin</td>
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<td>PSY 6570</td>
<td>23440</td>
<td>Applied Research Methods in Union-Management Relations</td>
<td>W</td>
<td>4:30-7:15 pm</td>
<td>Campus (1115 Main)</td>
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**ELECTIVES**

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<td>23969</td>
<td>Labor Relations Law in North America</td>
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<td>IR 7550</td>
<td>24298</td>
<td>Selected Topics in Industrial Relations: Introduction to Employment Relations</td>
<td>M</td>
<td>6:00 - 8:45 pm</td>
<td>Campus (201 State)</td>
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<td>IR 7550</td>
<td>Selected Topics in Industrial Relations: Sociology of Work</td>
<td>Th</td>
<td>5:30-8:15 pm</td>
<td>Campus (324 State)</td>
<td>Fasenfest, Gottfried</td>
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IR 7550, Winter 2006
“Selected Topics in Industrial Relations: Sociology of Work”
David Fasenfest and Heidi Gottfried, Instructors

This course will explore how work is organized, how pay is determined, and what social organizations structure the working life of most people, and will review alternative theoretical approaches and analytical frames to view the meaning and content of work in contemporary industrial society. The readings and class discussion will draw on Anthropology, History, Economics, Sociology, and Political Science to examine the history and origins of work from agriculture through the emergence of the industrial age into the current knowledge-based workplace, and consider how gender, class, and race affect mobility chances (horizontal and vertical occupational segregation and spatial dispersion) and economic outcomes (pay inequity). At the end of the course, we will discuss the impact of globalization on the transformation of work.

IR 7550, Winter 2006
“Selected Topics in Industrial Relations: Introduction to Employment Relations”
Michael Belzer, Instructor

The industrial relations system lies at the core of the relationship between employers and employees within our economic system. The legal and institutional relationships that govern employment allow—or even encourage—employees to band together and represent themselves collectively for the purposes of bargaining for better wages, benefits, hours, and working conditions. This course will provide students with an introduction to industrial relations systems, an introduction to the principles of negotiation, and an introduction to human resource management.

MGT 7790, Winter 2006
“Compensation Administration”
TBA, Instructor

This course examines process policy and theoretical issues in pay and benefits administration, determination of structural level of individual level of pay, non-traditional rewards systems, and government regulation of benefits.

NOTE: This course will not be offered again until Winter 2008 Term.
Here’s information and news from President James B. Perry on the Detroit Area Chapter of LERA (Labor and Employment Relations Association).

Dear MAIR Students, Alumni, and Staff:

I am honored to be the President of the Detroit Chapter of the Labor and Employment Relations Association (LERA) for September 1, 2005 through August 31, 2006. Our organization has been in existence for over 53 years and is made up of all elements of the labor and employment relations community.

We are eager to have as many MAIR students as possible join our chapter and attend our meetings. For that reason, we have a vastly reduced price for a Student Membership of $10 per year, or $25 for 3 years. We also will charge student members only $15 for a dinner, if they reserve at least 5 days in advance. Membership is $50 for 1 year and $125 for 3 years for all members other than students, and the dinner price for members is $35, while the price for non-members is $45. Interested MAIR students can reserve by e-mailing a reservation to lera.laborlaw@covad.net, or by calling 248.355.1744.

We meet 7 times per year (October, November, January, February, March, April, May), usually on the first Thursday of the month (exception being the January meeting, which is on the second Thursday). Our meetings take place at the Southfield Westin Hotel with a reception/cocktail hour beginning at 5:30 pm. Dinner is usually served between 6:30pm and 6:45 pm. Our speaker usually begins speaking between 7:15 pm and 7:30 pm, and even allowing for questions, we conclude each meeting by 8:30 pm.

Our next two meetings are: Thursday, November 3, 2005, when the speaker will be Robert J. Battista, Esq., Chairman, National Labor Relations Board, and his topic will be “Developments at the NLRB”; Thursday, January 12, 2006, when the speaker will be Ron Gettlefinger, President, UAW, and his topic will be “Challenges Facing the UAW and the Automotive Industry.”

We appreciate having you include our meetings on your event calendar and would be happy to provide you any additional information concerning our schedule or our organization. We look forward to participation from MAIR students in this year and future years.

Sincerely,

James B. Perry
President, Detroit Area LERA Chapter, 2005-2006
Current MAIR Students: Remember that the MAIR Program will pay for your dinner ($45 or $15 if you join the organization under the new Student Membership category) at any Detroit Area Chapter LERA meeting you want to attend.

For this to happen, you need only to email Linda Hulbert (linda.hulbert@wayne.edu) by the Friday prior to the meeting week (e.g.: by Friday, October 28, 2005, for the Thursday, November 3, 2005, LERA meeting).

The only other thing you need do is to email the LERA office, again by the Friday prior to the meeting week, indicating that you are a MAIR student and will be attending that month’s meeting. Also, in that email to the LERA office, please indicate if you require a vegetarian meal. That office can be reached at: lera.laborlaw@covad.net

These dinner meetings are a great networking opportunity for MAIR students! Take advantage of it today by becoming a LERA member!

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ANNOUNCING!

A GREAT SCHOLARSHIP OPPORTUNITY FOR MAIR STUDENTS!

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WAYNE STATE UNIVERSITY

MAIR SCHOLARSHIP OPPORTUNITY

The Master of Arts in Industrial Relations (MAIR) scholarship fund, made possible by a grant from the Daimler Chrysler Educational Fund, is a competitive scholarship provided to current MAIR students who:
are in good standing with the University and the MAIR program;
have exemplified scholastic achievement;
are proficient in written communication; and
can demonstrate a financial need.

The number and amount of awards will be determined by the funds available in the scholarship accounts. However, applicants can request a scholarship of $500 to purchase textbooks for an academic year or a scholarship of $1,000 to pay partial tuition for an academic term. Preference will be given to those who have not received the award previously.

Interested students must submit a written essay which will establish their understanding of the field, as they discuss how the funds will help them to further their education in industrial relations, and discuss their career goals. The essay should not exceed 300 words. A copy of a recent resume must be submitted along with the essay.

Resumes and essays should be sent to:

Dr. Heidi Gottfried  
MAIR Director  
College of Liberal Arts and Sciences  
Wayne State University  
3198 Faculty Administration Building  
Detroit, MI 48202  
heidi.gottfried@wayne.edu

The deadline for responses is January 2, 2006.

Awardees will be contacted in writing.

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**Congratulations to Daimler Chrysler Scholarship Fall 2005 Term winners!**

Nicholas Budimir  
Mary McMillian-Sigmon  
Jason S. Palmer  
Javeed Syed
Congratulations to the May 2005 Master of Arts in Industrial Relations Graduates!

James Peter Allen, Jr.
Nakedae R. Cooper
Theron A. Fischer
Ella Sharon Freyman
Duane Eugene Gore
Natalie Denise McLaurin

In response to my request for information to include in upcoming MAIR Newsletters, one MAIR student, Sheryl Sneed, sent me her student profile, and one MAIR alumna, Ella Freyman, sent me her alum profile; both appear below.

Do you want your fellow MAIR students and alumni to know more about you and why you are/were a part of this program? Email me (linda.hulbert@wayne.edu) your information to include in a future issue.

MAIR STUDENT PROFILE

MAIR student Sheryl Sneed says, “In 2001, I graduated from the University of Michigan – Ann Arbor with a B.A. in Organizational Studies. My undergraduate degree has given me the basic understanding of the motivation of employees and the dynamics of inter-group relationships. After graduating and working in the field of Human Resources at Masco Corporation for two years, I decided to return to school on a part-time basis. I knew I wanted to pursue a Master’s Degree but I struggled with choosing between a more specialized degree in Labor and a more general degree in Business. I decided to do both and enrolled in the MBA and MAIR programs.”

Sheryl goes on to say, “While the MBA gives me the tools necessary to understand the functional side of business, the MAIR program has further enriched my learning process by providing me with the resources necessary to expand my knowledge in the areas of collective bargaining, negotiating, and employment law – all of which are fundamental in understanding the nature of the employment relationship.”

“The professors in the MAIR program are extremely knowledgeable in the areas of both union and non-union work settings. In addition, they offer a vast amount of experience
in both the domestic and international work environments thus providing students with a unique learning experience," says Ms. Sneed.

She concludes by saying, “Through my experiences in the MAIR program, I have developed an interest in improving employment relationships in both union and non-union environments. Post graduation, I would like to continue working in the field of Human Resources as a Human Resource Manager in a metropolitan area.”

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**MAIR ALUMNI PROFILE**

Ms. Ella Freyman was a student in the MAIR Program from September 2003 through May 2005. While she was in the MAIR Program, she worked as a graduate student assistant for Dr. Michael Belzer, assisting in and providing logistics for his transportation research. Prior to that, she attended the University of Michigan, and she was awarded a BA in both Spanish and Organizational Studies; she participated in the Study Abroad in Seville, Spain for the academic year 1999-2000.

Ella says that she chose the MAIR Program because of its “curriculum, the knowledgeable faculty, and the opportunity to assist in research projects.” She put her program knowledge and experience into practice, even as she was a student: “Summer 2004 (May-August), I completed an internship in labor relations at General Motors, and then from November 2004-April 2005, I assisted in Training and Development, mainly to conduct a Training Needs Assessment for the General Motors Willow Run Manufacturing facility.” Once she graduated, she continued to use her expertise: “I recently joined the Target Corporation (August 2005) and am working at the Target store in Monroe, MI, as the Executive Team Leader of Human Resources and Guest Relations.”

Ms. Freyman says, “The MAIR Program has given me the resources and knowledge that are essential for success in HR/IR in a number of ways. First, interaction with my fellow students helped me gain a broader perspective on key issues. Second, the MAIR faculty were great resources as experts in the field, and were always willing to provide guidance for me for my future career. Third, the classes I took in the program helped me to develop as a person and a professional in the HR field. Each and every project, test, or paper presented a challenge and a learning experience.”

What was Ell’s most positive classroom experience? She says, “The most memorable classroom experience was with the late Dr. Ernie Savoie. His dedication to diversity and HR was so inspirational. Ernie created a comfortable class environment which
allowed for discussion of difficult issues. He challenged us to take responsibility and leadership to continue with the advancement of diversity.”

Ella finished with some advice for current MAIR students: “I would encourage MAIR students to strive for excellence by studying hard, developing relationships with their peers and professors, and really taking advantage of all the networking opportunities available at the university and in/through the MAIR Program.”

The next issue of the MAIR Newsletter will appear in February 2006. Until then, productive and worthwhile MAIR experiences are wished for you.

Linda