

## New Course Proposal Template

### Steps to the approval process:

1. Complete the applicable template(s) and email them to the departmental or program curriculum committee chair.
2. The curriculum chair emails the proposal to the curriculum committee, then to the department/program faculty for a vote and finally to the department/program chair.
3. The department/program chair emails the proposal to [curriculum-approval@iup.edu](mailto:curriculum-approval@iup.edu); this email will also serve as an electronic signature.
4. Curriculum committee staff will log the proposal, forward it to the appropriate dean's office(s) for review within 14 days and post it on the X Drive for review by all IUP faculty and administrators. Following the dean's review the proposal goes to the UWUCC/UWGC and the Senate.
5. Questions? Email [curriculum-approval@iup.edu](mailto:curriculum-approval@iup.edu).

Contact Person:	Lisa Dupnock	Email Address:	l.m.dupnock@iup.edu
Proposing Depart/Unit:	Hospitality Management	Phone:	724-357-3160

Course Prefix/Number	See the Registrar's list of Unavailable course numbers at <a href="http://www.iup.edu/WorkArea/linkit.aspx?LinkIdIdentifier=id&amp;ItemID=129323">http://www.iup.edu/WorkArea/linkit.aspx?LinkIdIdentifier=id&amp;ItemID=129323</a> HOSP 460/560
Course Title	Labor and Employee Relations in the Hospitality Industry
Dual/Cross Listed	<i>Dual Listed = Courses listed at two levels, such as undergraduate and graduate, masters and doctoral, etc. Cross Listed = Course has more than one prefix such as GEOG/RGPL 233.</i> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  If yes with: Employment and Labor Relations
Number of Credits	(UG) Class Hours - 3 (UG) Lab Hours - 0 Credits - 3
Prerequisite(s)	Instructor Permission
Corequisite(s)	<i>This means that another course must be taken in the same semester as the proposed course</i> N/A
Additional Information (Check all that apply. Note: Additional documentation will be required)	<input type="checkbox"/> Liberal Studies (please also complete Template C) <input type="checkbox"/> Teacher Education (Is it Step 1 a prerequisite or is it part of the Professional Education Sequence If so please also complete Template D) <input type="checkbox"/> Distance Education (Please also complete Template E)
Recommended Class Size (optional) (provide justification)	Are you recommending a class size: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No     Number: Click here to enter text.  If yes: (check one of the following reasons and provide a narrative explanation) <input type="checkbox"/> Pedagogical <input type="checkbox"/> Physical limitation of classroom <input type="checkbox"/> Accreditation body standards/recommendations <input type="checkbox"/> Other Explanation (required): Click here to enter text.
Catalog Description	<i>Guidelines: Do not include pre/co-requisite information here. The registrar prefers a concise description of course content, beginning with an active verb.</i> An overview of the history of the labor movement and the development of employee relations in the hospitality industry within the major industry segments including lodging,

Template A

	<p>restaurants, casinos, clubs, and related businesses. Students will engage in a research project with the intention of presentation and/or publication submission.</p>
<p>Student Learning Outcomes</p> <p><i>(These should be measurable, appropriate to the course level, and phrased in terms of student achievement, not instructional or content outcomes)</i></p> <p><i>If dual listed, indicate additional learning objectives for the higher level course.</i></p>	<ol style="list-style-type: none"> <li>1. Assess employee relations within a company by examining the culture and components of the company employee relations program.</li> <li>2. Identify how effective leadership rewards employees and address reward strategies.</li> <li>3. Evaluate how employee and management attitudes link with morale and culture in a company and how attitudes are impacted in the organization.</li> <li>4. Examine historical and current labor organizations within the American hospitality industry.</li> <li>5. Define and analyze conflict situations and explore mediation strategies among managers and employees in the hospitality industry.</li> </ol> <p><u>Additional Graduate Outcomes:</u></p> <ol style="list-style-type: none"> <li>6. Develop the capability to think historically about labor within the American hospitality industry, focusing on influential events, individuals, and political and social circumstances.</li> </ol>
<p>Brief Course Outline:</p> <p><i>Give an outline of sufficient detail to communicate the course content to faculty across campus. It is not necessary to include specific readings, calendar, or assignments.</i></p>	<ol style="list-style-type: none"> <li>A. Introduction to Labor Relations (2 hours)             <ol style="list-style-type: none"> <li>1. Why is labor relations important?</li> <li>2. What is collective bargaining, negotiations, arbitration?</li> <li>3. Union membership in America.</li> </ol> </li> <li>B. Chronological Overview of the History of the American Labor Movement (10 hours)             <ol style="list-style-type: none"> <li>1. Events, locations, laws and effects on the American workplace.</li> <li>2. Films: Molly Maguires, Norma Rae, The Wobblies, Cesar Chavez</li> </ol> </li> <li>C. Unions in the Hospitality Industry (3 hours)             <ol style="list-style-type: none"> <li>1. UNITE HERE</li> <li>2. United Auto Workers</li> <li>3. United Food and Commercial Workers Union</li> <li>4. Bakery, Confectionery, Tobacco Workers and Grain Millers</li> <li>5. Culinary Workers Union</li> <li>6. Waitresses Union</li> </ol> </li> <li>D. Company Culture (3 hours)             <ol style="list-style-type: none"> <li>1. Involvement</li> <li>2. Participation</li> <li>3. Employee voice</li> </ol> </li> <li>E. Employee Rewards and Recognition (3 hours)             <ol style="list-style-type: none"> <li>1. Employee Involvement and Participation (EIP)</li> </ol> </li> </ol>

Template A

	<p>2. Recognition programs</p> <p>F. Employee and Company Values and Attitudes (3 hours)</p> <ol style="list-style-type: none"> <li>1. Cost of conflict - individual and collective</li> <li>2. Competitive advantage.</li> <li>3. The psychological contract</li> <li>4. The role of power and authority in employment relationships</li> </ol> <p>G. Value Conflicts (3 hours)</p> <ol style="list-style-type: none"> <li>1. The legal perspective</li> <li>2. The social perspective</li> <li>3. The economic perspective</li> </ol> <p>H. Introduction to Research Methods (9 hours)</p> <ol style="list-style-type: none"> <li>1. Types of research</li> <li>2. Hypotheses/Research questions</li> <li>3. Literature reviews</li> <li>4. Data collection</li> <li>5. Data analysis</li> </ol> <p>H. In-Class Presentations and Research (6 hours)</p> <ol style="list-style-type: none"> <li>1. Presentation of student-developed research projects</li> </ol> <p>Final Culminating Activity - During Final Exam Week (2 hours)</p>
<b>Rationale for Proposal</b>	
<p>Why is this course being proposed?</p>	<p>The change in dual status of this hospitality course will broaden opportunities for undergraduate students in the hospitality department to experience graduate level classes prior to enrolling into the ELR program, In addition, the ELR program will likely gain a new stream of undergraduate recruits through Early Admission by authorizing this change. The ELR program will likely gain a new stream of undergraduate recruits through Early Admission by authorizing this change</p>
<p>How does it fit into the departmental curriculum? (Check all that apply)</p>	<p><input type="checkbox"/> Major Requirement      <input type="checkbox"/> Minor Requirement      <input type="checkbox"/> Core Requirement  <i>(Interdisciplinary core – e.g. Business/Education)</i></p> <p><input type="checkbox"/> Required Elective      <input type="checkbox"/> Liberal Studies      <input checked="" type="checkbox"/> Open Elective</p> <p><input type="checkbox"/> Other - <a href="#">Click here to enter text.</a></p>
<p>Is a similar class offered in other departments?</p>	<p><input type="checkbox"/> Yes  Please provide comment: <a href="#">Click here to enter text.</a></p> <p><input checked="" type="checkbox"/> No</p>
<p>Does it serve the college/university above and beyond the role it serves in the department?</p>	<p><input checked="" type="checkbox"/> Yes  Please provide comment: Increases the opportunities for graduate level education.</p> <p><input type="checkbox"/> No</p>
<p>Who is the target audience for the course?</p>	<p><input type="checkbox"/> Course Designed for Majors ( <input type="checkbox"/> Required   <input type="checkbox"/> Not Required)</p> <p><input type="checkbox"/> Course Designed for Minor      <input checked="" type="checkbox"/> Departmental Elective</p>

Template A

	<input type="checkbox"/> Restricted to Majors/Minors <span style="float: right;"><input type="checkbox"/> Open to Any Student</span> <input type="checkbox"/> Liberal Studies <input type="checkbox"/> Other - Click here to enter text.
Implications for other departments	<p>A. What are the implications for other departments (<i>For example: overlap of content with other disciplines, requirements for other programs</i>)?          There are no implications for other departments outside of hospitality management and employment and labor relations.</p> <p>B. How have you addressed this with other department(s) involved? What was the outcome of that attempt? (Attach documents as appropriate)          Yes, it has been discussed and approved by the ELR department.</p>
<b>For Dean's Review</b>	
<ul style="list-style-type: none"> <li>• Are resources available/sufficient for this course?    <input type="checkbox"/> Yes    <input type="checkbox"/> No    <input type="checkbox"/> NA</li> <li>• Is the proposal congruent with college mission?    <input type="checkbox"/> Yes    <input type="checkbox"/> No    <input type="checkbox"/> NA</li> <li>• Has the proposer attempted to resolve potential conflicts with other academic units?    <input type="checkbox"/> Yes    <input type="checkbox"/> No    <input type="checkbox"/> NA</li> </ul>	
Comments: Click here to enter text.	