LABOR AND EMPLOYMENT RELATIONS, B.S.

Begin Campus: Any Penn State Campus
End Campus: University Park, World Campus

Program Description
This major permits students to undertake a study of work and the employment relationship in the context of a liberal arts education. A broad foundation of theoretical and professional knowledge is provided through a multidisciplinary approach. The B.A. and B.S. degrees draw on the perspectives of disciplines such as industrial relations, economics, history, law, sociology, and psychology. This focus includes the nature and functions of the institutions involved in the employment relationship. The B.S. degree requires more course work in quantification than the B.A. degree.

Graduates of Labor and Employment Relations are equipped for employment in business, government, and labor organizations as labor relations specialists, personnel and human resource specialists, researchers, organizers, consultants, and professionals in mediation and arbitration. The degree is also appropriate preparation for graduate study and law school.

What is Labor and Employment Relations?
Every day, 135 million Americans go to work and surprising stuff happens. Welcome to the world of human resources and labor relations! Labor and Employment Relations focuses on subjects ranging from globalization and talent management, to unions and social justice, to gender equity and workers' rights. It encompasses a variety of growing career areas, all of which address the complex social, cultural, and professional issues one is likely to encounter in modern workplaces. You will learn in a highly student-centered program with great faculty, wonderful resources, and an in-house career counselor for help as you approach completion.

You Might Like This Program If...
You want to earn a first-rate liberal arts education and a ticket to a satisfying, remunerative, and fascinating career. Our students receive tons of support! Recent courses have taken students to globally reputed workplaces in Silicon Valley, Ireland, China, and Sweden. Our students also land summer internships around the country and globe. Our great student groups are fun, encourage student professional development, and explore issues like voting rights, student debt, immigration reform.

Entrance to Major
In order to be eligible for entrance to this major, a student must:

1. attain at least a C (2.00) cumulative grade-point average for all courses taken at the University; and
2. have third-semester classification (http://www.registrar.psu.edu/registration/semester_classification.cfm).

Degree Requirements
For the Bachelor of Science degree in Labor and Employment Relations, a minimum of 123 credits is required:

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Education</td>
<td>45</td>
</tr>
<tr>
<td>Electives</td>
<td>26-27</td>
</tr>
<tr>
<td>Requirements for the Major</td>
<td>61-62</td>
</tr>
</tbody>
</table>

Per Senate Policy 83-80.5, the college dean or campus chancellor and program faculty may require up to 24 credits of course work in the major to be taken at the location or in the college or program where the degree is earned. For more information, check the Recommended Academic Plan for your intended program.

General Education
Connecting career and curiosity, the General Education curriculum provides the opportunity for students to acquire transferable skills necessary to be successful in the future and to thrive while living in interconnected contexts. General Education aids students in developing intellectual curiosity, a strengthened ability to think, and a deeper sense of aesthetic appreciation. These are requirements for all baccalaureate students and are often partially incorporated into the requirements of a program. For additional information, see the General Education Requirements (http://bulletins.psu.edu/undergraduate/general-education/baccalaureate-degree-general-education-program) section of the Bulletin and consult your academic adviser.

The keystone symbol appears next to the title of any course that is designated as a General Education course. Program requirements may also satisfy General Education requirements and vary for each program.

Foundations (grade of C or better is required.)
- Quantification (GQ): 6 credits
- Writing and Speaking (GWS): 9 credits

Knowledge Domains
- Arts (GA): 6 credits
- Health and Wellness (GHW): 3 credits
- Humanities (GH): 6 credits
- Social and Behavioral Sciences (GS): 6 credits
- Natural Sciences (GN): 9 credits

Integrative Studies (may also complete a Knowledge Domain requirement)
- Inter-Domain or Approved Linked Courses: 6 credits

10 of these 45 credits are included in the Requirements for the Major.

University Degree Requirements
First Year Engagement
All students enrolled in a college or the Division of Undergraduate Studies at University Park, and the World Campus are required to take 1 to 3 credits of the First-Year Seminar, as specified by their college First-Year Engagement Plan.

Other Penn State colleges and campuses may require the First-Year Seminar; colleges and campuses that do not require a First-Year Seminar provide students with a first-year engagement experience.
First-year baccalaureate students entering Penn State should consult their academic adviser for these requirements.

**Cultures Requirement**
6 credits are required and may satisfy other requirements
- United States Cultures: 3 credits
- International Cultures: 3 credits

**Writing Across the Curriculum**
3 credits required from the college of graduation and likely prescribed as part of major requirements.

**Total Minimum Credits**
A minimum of 120 degree credits must be earned for a baccalaureate degree. The requirements for some programs may exceed 120 credits. Students should consult with their college or department adviser for information on specific credit requirements.

**Quality of Work**
Candidates must complete the degree requirements for their major and earn at least a 2.00 grade-point average for all courses completed within their degree program.

**Limitations on Source and Time for Credit Acquisition**
The college dean or campus chancellor and program faculty may require up to 24 credits of course work in the major to be taken at the location or in the college or program where the degree is earned. Credit used toward degree programs may need to be earned from a particular source or within time constraints (see Senate Policy 83-80). For more information, check the Suggested Academic Plan for your intended program.

**Requirements for the Major**
This includes 10 credits of General Education courses: 6 credits of GS courses; 4 credits of GQ courses.

Some courses have prerequisites that are not included in the major.

A grade of C or better is required for all courses in the major. To graduate, a student enrolled in the major must earn at least a C grade in each course designated by the major as a C-required course, as specified by Senate Policy 82-44. For more information, check the Suggested Academic Plan for your intended program.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prescribed Courses: Require a grade of C or better</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ECON 102</td>
<td>Introductory Microeconomic Analysis and Policy</td>
<td>3</td>
</tr>
<tr>
<td>ECON 315</td>
<td>Labor Economics</td>
<td>3</td>
</tr>
<tr>
<td>LER 100</td>
<td>Introduction to Labor and Human Resources</td>
<td>3</td>
</tr>
<tr>
<td>PSYCH 281</td>
<td>Introduction to Industrial-Organizational Psychology</td>
<td>3</td>
</tr>
<tr>
<td>LER 312</td>
<td>Employment Relations to Research Methods in Labor and Employment Relations</td>
<td>3</td>
</tr>
<tr>
<td>LER 460</td>
<td>Ethics in the Workplace</td>
<td>3</td>
</tr>
<tr>
<td>LER/HIST 458Y</td>
<td>History of Work in America</td>
<td>3</td>
</tr>
<tr>
<td>Supporting Courses and Related Areas: Require a grade of C or better</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Select 12-13 credits (at least 6 at the 400-level) of the following:</td>
<td>12-13</td>
<td></td>
</tr>
<tr>
<td>ACCTG 211</td>
<td>Financial and Managerial Accounting for Decision Making</td>
<td>1</td>
</tr>
<tr>
<td>AFAM 100</td>
<td>Living While Black: Themes in African American Thought and Experience</td>
<td>1</td>
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<tr>
<td>AFAM 110</td>
<td>Introduction to African American Studies</td>
<td>1</td>
</tr>
<tr>
<td>BA 243</td>
<td>Social, Legal, and Ethical Environment of Business</td>
<td>1</td>
</tr>
<tr>
<td>CAS 203</td>
<td>Interpersonal Communication</td>
<td>1</td>
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<td>CAS 352</td>
<td>Organizational Communication</td>
<td>1</td>
</tr>
<tr>
<td>ECON 342</td>
<td>Industrial Organization</td>
<td>1</td>
</tr>
<tr>
<td>HIST 155</td>
<td>American Business History</td>
<td>1</td>
</tr>
<tr>
<td>HPA 460</td>
<td>Human Resource Management in Health Care Organizations</td>
<td>1</td>
</tr>
<tr>
<td>HM 365</td>
<td>Organizational Behavior in the Hospitality Industry</td>
<td>1</td>
</tr>
<tr>
<td>HM 466</td>
<td>Human Resource Management in the Hospitality Industry</td>
<td>1</td>
</tr>
<tr>
<td>MGMT 100</td>
<td>Survey of Management</td>
<td>1</td>
</tr>
<tr>
<td>MGMT 301</td>
<td>Basic Management Concepts</td>
<td>1</td>
</tr>
<tr>
<td>MGMT 321</td>
<td>Leadership and Motivation</td>
<td>1</td>
</tr>
<tr>
<td>MGMT 341</td>
<td>Human Resource Management</td>
<td>1</td>
</tr>
<tr>
<td>OLEAD 100</td>
<td>Introduction to Leadership</td>
<td>1</td>
</tr>
<tr>
<td>OLEAD 409</td>
<td>Leadership Development: A Life-Long Learning Perspective</td>
<td>1</td>
</tr>
<tr>
<td>SOC 103</td>
<td>Racism and Sexism</td>
<td>1</td>
</tr>
<tr>
<td>SOC 110</td>
<td>Sociology of Gender</td>
<td>1</td>
</tr>
<tr>
<td>SOC 119</td>
<td>Race and Ethnic Relations</td>
<td>1</td>
</tr>
<tr>
<td>Any 400-level AFAM, CAS, ECON, HIST, LTNST, MGMT, PHIL, PSYCH, SPAN, SOC, WMNST course</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Select 15 credits (at least 9 credits at the 400-level) from appropriate LER courses of the following:</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td>LER 495</td>
<td>Elementary Statistics</td>
<td>3</td>
</tr>
<tr>
<td>LER 496</td>
<td>Employment Relationship: Law and Policy</td>
<td>3</td>
</tr>
<tr>
<td>LER 401</td>
<td>The Law of Labor-Management Relations</td>
<td>3</td>
</tr>
<tr>
<td>LER/WMNST 136</td>
<td>Race, Gender, and Employment</td>
<td>3</td>
</tr>
<tr>
<td>or LER 400</td>
<td>Comparative Employment Relations Systems</td>
<td>3</td>
</tr>
<tr>
<td>LER 488</td>
<td>Career Development Seminar I</td>
<td>3</td>
</tr>
<tr>
<td>&amp; LER 489</td>
<td>Career Development Seminar II (or select 3 credits in consultation with your adviser)</td>
<td>3</td>
</tr>
</tbody>
</table>

**Integrated B.S. in Labor and Employment Relations and M.S. in Human Resources and Employment Relations (LRHRER)**
The integrated LER B.S. and HRER M.S. is a five-year program designed for academically talented baccalaureate students to obtain both the B.S. and the M.S. degrees in LER and HRER with five years of study. Students will develop expertise in the human resources and labor relations fields
beyond the B.S. degree. The undergraduate curriculum educates students about

1. the roles of employers, employees, employee organizations and public policy makers play in the employment relationship,
2. the complex personal and organizational issues inherent in the employment relationship
3. and how to systematically analyze those complex issues and evaluate research relevant to those analyses.

The graduate curriculum provides for more individualized, focused learning in a concentrated sub-area of the HRER field. The program culminates with an M.S. research paper. Upon completion of the integrated degree, students will enter the workforce with advanced knowledge and expertise gained from conducting and analyzing empirical work and participating in seminar-style classes.

Admission Requirements
Admission to the integrated B.S./M.S. program will be limited to undergraduates with strong academic records. Applicants to the integrated program:

1. must be enrolled in the LER B.S. program;
2. must complete the Penn State graduate degree application form and pay the application fee
3. must have completed 60 credits of the undergraduate degree program when they officially apply for the M.S. (it is strongly suggested that students apply to the program prior to completing 100 credits)
4. should have an overall GPA of 3.2 (on a 4.0 scale) in undergraduate coursework and a minimum GPA of 3.5 in the major;
5. must obtain letters of recommendation from the chairs of the Department's undergraduate and graduate committees, and
6. must submit a writing sample, 2 transcripts, 1 letter of recommendation (in addition to those from the chairs of the Department's undergraduate and graduate committees), and a career statement.

No GRE or GMAT scores are required for admission to the program.

Degree Requirements
Bachelor of Science

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>General Education</td>
<td>45</td>
</tr>
<tr>
<td></td>
<td>Electives</td>
<td>23-28</td>
</tr>
<tr>
<td>B.S.</td>
<td>Requirements</td>
<td>61-62</td>
</tr>
</tbody>
</table>

General Education
Connecting career and curiosity, the General Education curriculum provides the opportunity for students to acquire transferable skills necessary to be successful in the future and to thrive while living in interconnected contexts. General Education aids students in developing intellectual curiosity, a strengthened ability to think, and a deeper sense of aesthetic appreciation. These are requirements for all baccalaureate students and are often partially incorporated into the requirements of a program. For additional information, see the General Education Requirements (http://bulletins.psu.edu/undergraduate/general-education/baccalaureate-degree-general-education-program) section of the Bulletin and consult your academic adviser.

The Keystone symbol appears next to the title of any course that is designated as a General Education course. Program requirements may also satisfy General Education requirements and vary for each program.

Foundations (grade of C or better is required.)
- Quantification (GQ): 6 credits
- Writing and Speaking (GWS): 9 credits

Knowledge Domains
- Arts (GA): 6 credits
- Health and Wellness (GHW): 3 credits
- Humanities (GH): 6 credits
- Social and Behavioral Sciences (GS): 6 credits
- Natural Sciences (GN): 9 credits

Integrative Studies (may also complete a Knowledge Domain requirement)
- Inter-Domain or Approved Linked Courses: 6 credits

(10 of these 45 credits are included in the REQUIREMENTS FOR THE MAJOR)

University Degree Requirements
First Year Engagement
All students enrolled in a college or the Division of Undergraduate Studies at University Park, and the World Campus are required to take 1 to 3 credits of the First-Year Seminar, as specified by their college First-Year Engagement Plan.

Other Penn State colleges and campuses may require the First-Year Seminar; colleges and campuses that do not require a First-Year Seminar provide students with a first-year engagement experience.

First-year baccalaureate students entering Penn State should consult their academic adviser for these requirements.

Cultures Requirement
6 credits are required and may satisfy other requirements
- United States Cultures: 3 credits
- International Cultures: 3 credits

Writing Across the Curriculum
3 credits required from the college of graduation and likely prescribed as part of major requirements.

Total Minimum Credits
A minimum of 120 degree credits must be earned for a baccalaureate degree. The requirements for some programs may exceed 120 credits. Students should consult with their college or department adviser for information on specific credit requirements.

Quality of Work
Candidates must complete the degree requirements for their major and earn at least a 2.00 grade-point average for all courses completed within their degree program.

Limitations on Source and Time for Credit Acquisition
The college dean or campus chancellor and program faculty may require up to 24 credits of course work in the major to be taken at the location or in the college or program where the degree is earned. Credit used toward degree programs may need to be earned from a particular source or within time constraints (see Senate Policy 83-80 (http://senate.psu.edu/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-
Some courses have prerequisites that are not included in the major.

**B.S. Requirements**

Some courses have prerequisites that are not included in the major.

**Code** | **Title** | **Credits**
---|---|---
ECON 102 | Introductory Microeconomic Analysis and Policy | 3
ECON 315 | Labor Economics | 3
LER 100 | Introduction to Labor and Human Resources | 3
PSYCH 281 | Introduction to Industrial-Organizational Psychology | 3
LER 312 | Employment Relations to Research Methods in Labor and Employment Relations | 3
LER 460 | Ethics in the Workplace | 3
LER/HIST 458Y | History of Work in America | 3

**SCM 200** or **STAT 200** | Introduction to Statistics for Business | 4
**LER 201** or **LER 401** | Employment Relationship: Law and Policy | 3
**LER/WMNST 136** or **LER 400** | Race, Gender, and Employment | 3
**LER 488** & **LER 489** or **LER 400** | Career Development Seminar I and Career Development Seminar II | 3

**Supporting Courses and Related Areas**

Select 12-13 credits in consultation with adviser from the department’s list, at least 6 at the 400 level, of the following:

- ACCTG 211: Financial and Managerial Accounting for Decision Making
- AFAM 100: Living While Black: Themes in African American Thought and Experience
- AFAM 110: Introduction to African American Studies
- BA 243: Social, Legal, and Ethical Environment of Business
- CAS 203: Interpersonal Communication
- CAS 352: Organizational Communication
- ECON 342: Industrial Organization
- HIST 155: American Business History
- HPA 460: Human Resource Management in Health Care Organizations
- HM 365: Organizational Behavior in the Hospitality Industry
- HM 466: Human Resource Management in the Hospitality Industry
- MGMT 100: Survey of Management
- MGMT 301: Basic Management Concepts
- MGMT 321: Leadership and Motivation
- MGMT 341: Human Resource Management
- OLEAD 100: Introduction to Leadership
- OLEAD 409: Leadership Development: A Life-Long Learning Perspective
- SOC 103: Racism and Sexism
- SOC 110: Sociology of Gender
- SOC 119: Race and Ethnic Relations

Any 400-level AFAM, CAS, ECON, HIST, LTNST, MGMT, PHIL, PSYCH, SPAN, SOC, WMNST course

Select 15 credits (at least 9 credits at the 400-level) from appropriate LER courses.

1. LER courses that are used in the Additional Courses category may not be double counted to satisfy this requirement.
2. Only 3 credits of LER 495 or LER 496 may be used to satisfy this requirement.

**M.S. Requirements**

12 credits may be double counted, 6 must be at the 500 level.

**Code** | **Title** | **Credits**
---|---|---
HRER 501 | Labor and Employment Law | 3
HRER 502 | Human Behavior at Work | 3
HRER 504 | Seminar in Employment Relations | 3
HRER 505 | Seminar in Human Resources | 3
HRER 512 | Research Methods in Human Resources and Employment Relations I (or other statistics course approved in advance by graduate director) | 3
HRER 513 | Research Methods in Human Resources and Employment Relations II (or other methods course approved in advance by graduate director) | 3
HRER 516 | Labor Market Analysis | 3

**Additional Courses**

Select 15 credits (only 6 credits at the 400 level) of the following:

- LER 400: Comparative Employment Relations Systems
- LER 401: The Law of Labor-Management Relations
- LER 424: Employment Compensation
- LER 434: Collective Bargaining and Contract Administration
- LER 435: Labor Relations in the Public Sector
- LER 437: Workplace Dispute Resolution
- LER 444: Workplace Safety and Health: Principles and Practices
- LER 458
- LER 460: Ethics in the Workplace
- LER 465: Collective Decision Making
- LER 470
- HRER 500: Topics in Comparative Industrial Relations
- HRER 535
- HRER 536: Diversity in the Workplace
- HRER 594: Research Topics
- HRER 595: Internship
- HRER 596: Individual Studies
- HRER 597: Special Topics
- HRER 600: Thesis Research

**Emphasis Courses (6 credits)**

An emphasis is an area of study related to a particular aspect or domain of industrial relations and human resources. Select 6 credits from the M.S. prescribed or additional courses in consultation with the adviser.

**Masters Research Paper or a Masters Thesis (6 credits)**

Students must complete either a Masters Research Paper or a Masters Thesis. Students choosing the Thesis option must complete 6 thesis.
credits (HRER 600). These credits can be counted towards the 15 credits required from the M.S. Additional Courses section above.

**Integrated B.S. in Labor and Employment Relations and M.P.S. in Human Resources and Employment Relations**

The integrated LER B.S. and HRER M.P.S is a five-year program designed for academically talented World Campus baccalaureate students to obtain both the B.S. and the M.P.S. degrees in LER and HRER in an intense, accelerated program of study. Students will develop expertise in the human resources and employment relations field beyond the B.S. degree. The undergraduate curriculum introduces students to

1. the roles employers, employees, employee organizations and public policy makers play in the employment relationship,
2. the complex personal and organizational issues inherent in the employment relationship,
3. the laws that form the legal framework for the employee-employer relationship, and
4. the tools needed to systematically analyze those complex issues and evaluate research relevant to those analyses.

The graduate curriculum provides for a more intensive, individualized, and focused examination of the human resources and employment relations field. It also provides an opportunity for students to explore a concentrated sub-area of the HRER field in depth. The program culminates with a research project which is completed through the capstone course, HRER 894. Upon completion of the integrated degree, students will have gained advanced knowledge and expertise from conducting and analyzing empirical work and participating in online classes that can be directly applied to the workplace.

A minimum of 33 credits is needed to complete the MPS degree in HRER. Nine credits (400 level and above) can apply to both undergraduate and graduate degrees; six of these must be at a 500 or 800 level.

**Admission Requirements**

Admissions decisions for the B.S./M.P.S. program are based on the quality of the applicant’s credentials. The decisions are made after a review of the complete application portfolio. The integrated B.S./M.P.S. program will be limited to highly talented undergraduates. Applicants to the integrated program:

- must submit a writing sample, a resume, and a 2-3 page essay articulating career and educational goals that demonstrates the applicant’s written communication skills;
- must present an approved plan of study (to be determined in consultation with the student’s undergraduate adviser and the Graduate Director, and to be signed by both); and
- must possess the equivalent of two years of full-time work experience prior to admission.

No GRE or GMAT scores are required for admission to the program.

**Degree Requirements**

The M.P.S. requires 33 credits at the 400 level or higher; at least 6 credits must be at the 500 level.

Nine (9) of 33 credits can be double counted for B.S. and M.P.S. At least 6 of these must be at the 500 or 800 level.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRER 501</td>
<td>Labor and Employment Law</td>
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</tr>
<tr>
<td>HRER 504</td>
<td>Seminar in Employment Relations</td>
<td>3</td>
</tr>
<tr>
<td>HRER 505</td>
<td>Seminar in Human Resources</td>
<td>3</td>
</tr>
<tr>
<td>HRER 800</td>
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<td>3</td>
</tr>
<tr>
<td>HRER 802</td>
<td>Human Behavior and Organizational Performance</td>
<td>3</td>
</tr>
<tr>
<td>HRER 816</td>
<td>Labor Market Analysis</td>
<td>3</td>
</tr>
<tr>
<td>HRER 836</td>
<td>Diversity in the Workplace</td>
<td>3</td>
</tr>
<tr>
<td>HRER 894</td>
<td>Research Topics</td>
<td>3</td>
</tr>
</tbody>
</table>

**Areas of Concentration**

Select 6 credits in area of concentration

**Benefits and Compensation**

LEC 424 Employment Compensation
LEC 425 Employee Benefits

**Employment and Labor Law**

LEC 401 The Law of Labor-Management Relations
HTR 811 Labor and Employment Law II

**Labor and Collective Bargaining**

LEC 401 The Law of Labor-Management Relations
LEC 435 Labor Relations in the Public Sector

**Staffing, Training, and Development**

LEC 426 Staffing and Training Strategies in Organizations or WFED 471 Training in Industry and Business
WFED 573 Needs Assessment for Workforce Development Professionals (Needs Assessment for Industrial Trainers)

**Elective Courses**

Select an additional 3-credit course of the following LEC, HTR, and WF ED courses:

**Labor and Employee Relations (LER)**

LEC 401 The Law of Labor-Management Relations
LEC 424 Employment Compensation
LEC 425 Employee Benefits
LEC 426 Staffing and Training Strategies in Organizations
LEC 435 Labor Relations in the Public Sector
Academic Advising

The objectives of the university’s academic advising program are to help advisees identify and achieve their academic goals, to promote their intellectual discovery, and to encourage students to take advantage of both in-and out-of class educational opportunities in order that they become self-directed learners and decision makers.

Both advisers and advisees share responsibility for making the advising relationship succeed. By encouraging their advisees to become engaged in their education, to meet their educational goals, and to develop the habit of learning, advisers assume a significant educational role. The advisee’s unit of enrollment will provide each advisee with a primary academic adviser, the information need to plan the chosen program of study, and referrals to other specialized resources.

READ SENATE POLICY 32-00: ADVISING POLICY (http://senate.psu.edu/policies-and-rules-for-undergraduate-students/32-00-advising-policy)

University Park

Liberal Arts Academic Advising
814-865-2545
http://starfish.psu.edu
http://www.la.psu.edu/current-students/undergraduate-students/education/majors-and-minors

Suggested Academic Plan

University Park Campus

The course series listed below provides only one of the many possible ways to move through this curriculum. The University may make changes in policies, procedures, educational offerings, and requirements at any time. This plan should be used in conjunction with your degree audit (accessible in LionPATH as either an Academic Requirements or What If report). Please consult with a Penn State academic adviser on a regular basis to develop and refine an academic plan that is appropriate for you.

First Year

<table>
<thead>
<tr>
<th>Fall</th>
<th>Credits</th>
<th>Spring</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>LER 100*</td>
<td>3</td>
<td>LER 136*</td>
<td>3</td>
</tr>
<tr>
<td>ENGL 15, 30, ESL 15, ENGL 137H, or CAS 137H†</td>
<td>3</td>
<td>General Quantification (GQ)†</td>
<td>3</td>
</tr>
<tr>
<td>ECON 102† †</td>
<td>3</td>
<td>CAS 100, 100A, 100B, 100C, 138T, or ENGL 138T ‡</td>
<td>3</td>
</tr>
<tr>
<td>General Education course</td>
<td>3</td>
<td>General Education course</td>
<td>3</td>
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<tr>
<td>General Education course</td>
<td>3</td>
<td>General Education course (PSYCH 100 strongly suggested)</td>
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<table>
<thead>
<tr>
<th>Credits</th>
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</table>

Second Year

<table>
<thead>
<tr>
<th>Fall</th>
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<th>Spring</th>
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<tbody>
<tr>
<td>LER 201*</td>
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<td>General Education course</td>
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<tr>
<td>PSYCH 281*</td>
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<td>ECON 315*</td>
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<tr>
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<td>LER 312*</td>
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<tr>
<td>STAT 200† †</td>
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<tr>
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<th>Credits</th>
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Third Year

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<tr>
<th>Fall</th>
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<tr>
<td>LER 488*</td>
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<td>LER 4XX*</td>
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Fourth Year

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<td>General Health and Wellness (GHW)</td>
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<td>LER 4XX</td>
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<td>LER 489*</td>
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<td>ENGL 202A, 202B, 202C, or 202D</td>
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The LER major prepares students for many career opportunities and graduate studies. The majority of our majors work as human resource and employment relations (HRER) specialists—a growing field according to the U.S. Bureau of Labor Statistics. Others have gone on to work as labor union organizers, labor arbitrators, and professionals in non-profit careers. Virtually every employer—multinational corporations, small companies, hospitals, non-profit agencies, universities, and federal, state, and local governments—employ HRER professionals. LER majors have gone on to graduate school earning advanced degrees in Human Resource Management, Law, Business, and Sociology.

**Career Paths**

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**Careers**

LER majors do exceedingly well in the job market, and have been hired by a long list of companies (link below). For students interested in social and economic justice at work, a career with a union provides an opportunity to put your beliefs into actions. LER alums have gone on to work for national and international labor organizations and unions such as the AFL-CIO, United Steelworkers, and the American Federation of Teachers to name a few. Government agencies such as the National Labor Relations Board and the U.S. and state Departments of Labor regularly hire Penn State LER School grads.

**Opportunities for Graduate Studies**

Along with three top Masters programs (M.S. and M.P.S. degrees in Human Resources and Employment Relations and an M.P.S. in Labor and Global Workers Rights, we offer a five-year Integrated Undergraduate Graduate (IUG) program through which you can earn your Bachelors and Masters degrees in a total of five years, instead of six years as can otherwise be needed. Students with a Masters degree land much better paying jobs in coveted. Many of our top performing IUG students receive assistantships that helps to pay their tuition.

**Professional Resources**

- Penn State World Campus (https://www.worldcampus.psu.edu/degrees-and-certificates/organizational-leadership-bachelors/overview)
- The LABOR School at Penn State (http://lser.la.psu.edu/ler-outreach-programs)
- Academy of Human Capital Development (http://lser.la.psu.edu/ler-outreach-programs)
- International Brotherhood of Teamsters (https://teamster.org/international-brotherhood-teamsters)
- American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) (https://aflcio.org)

**Contact**

**University Park**

SCHOOL OF LABOR AND EMPLOYMENT RELATIONS
506 Keller Building
University Park, PA 16802
814-865-5425
lerpsu@psu.edu

http://lser.la.psu.edu/

**World Campus**

SCHOOL OF LABOR AND EMPLOYMENT RELATIONS
506 Keller Building
University Park, PA 16802
814-865-5425
pxm205@psu.edu

https://www.worldcampus.psu.edu/degrees-and-certificates/labor-and-employment-relations-bachelor-of-science/overview