LABOR AND HUMAN RESOURCES, 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 Human Resources are equipped for careers 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 Human Resources?

Every day, 135 million Americans go to work and surprising stuff happens. Welcome to the world of human resources and labor relations! Labor and Human Resources 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).

READ SENATE POLICY 37-30: ENTRANCE TO AND CHANGES IN MAJOR PROGRAMS OF STUDY (http://senate.psu.edu/policies-and-rules-for-undergraduate-students/37-00-entrance-to-a-college-or-major)

World Campus

Direct Admission to the Major

Incoming first-year students who meet the program admission requirements are admitted directly into the major. Admission restrictions may apply for change-of-major and/or change-of-campus students.

For more information about the admission process for this major, please send a request to the college, campus, or program contact (listed in the Contact tab).

Degree Requirements

For the Bachelor of Science degree in Labor and Human Resources, 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>23-27</td>
</tr>
<tr>
<td>Requirements for the Major</td>
<td>61-62</td>
</tr>
</tbody>
</table>

7-10 of the 45 credits for General Education are included in the Requirements for the Major. This includes: 3-6 credits of GS courses; 4 credits of GQ courses.

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
**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-graduate-students/82-00-and-83-00-degree-requirements/#83-80)). For more information, check the Suggested Academic Plan for your intended program.

**Requirements for the Major**

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 (http://senate.psu.edu/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/#82-44).

**Common Requirements for the Major (All Options)**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>LER 100</td>
<td>Introduction to Labor and Human Resources</td>
<td>3</td>
</tr>
<tr>
<td>LER 201</td>
<td>Employment Relationship: Law and Policy</td>
<td>3</td>
</tr>
<tr>
<td>LER 304</td>
<td>Labor and Employment Relations Fundamentals</td>
<td>3</td>
</tr>
<tr>
<td>LER 305</td>
<td>Human Resources Fundamentals</td>
<td>3</td>
</tr>
</tbody>
</table>

**Additional Courses**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>LER 312</td>
<td>Employment Relations to Research Methods in</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Labor and Employment Relations</td>
<td></td>
</tr>
<tr>
<td>LER 460</td>
<td>Ethics in the Workplace</td>
<td>3</td>
</tr>
</tbody>
</table>

**Requirements for the Option**

**Human Resources Option (30-31 Credits)**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>LER 403</td>
<td>International Human Resource Studies</td>
<td>3</td>
</tr>
<tr>
<td>LER 426</td>
<td>Staffing and Training Strategies in Organizations</td>
<td>3</td>
</tr>
<tr>
<td>LER 427</td>
<td>Organizational Context for Human Resource Management and Employment Relations Professionals</td>
<td>3</td>
</tr>
<tr>
<td>LER 428</td>
<td>Total Rewards</td>
<td>3</td>
</tr>
</tbody>
</table>

**Supporting Courses and Related Areas**

**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
**BLAW 243**  Legal Environment of Business
**CAS 203**  Interpersonal Communication
**CAS 352**  Organizational Communication
**ECON 342**  Industrial Organization
**HIST 155**  American Business History
**MGMT 100**  Survey of Management
**MGMT 301**  Basic Management Concepts
**MGMT 321**  Leadership and Motivation
**OLEAD 100**  Introduction to Leadership
**OLEAD 409**  Leadership Development: A Life-Long Learning Perspective
Integrated B.S. in Labor and Human Resources and M.S. in Human Resources and Employment Relations (LHRHRER)

The integrated LHR 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 LHR and HRER with five years of study. Students will develop expertise in the human resources and employment 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. capstone or thesis. 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 LHR 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.

Graduate Coursework

12 credits may be applied to both undergraduate and graduate degree program requirements. Students can choose which 12 credits will
double-count for both the undergraduate and graduate degrees from the following list:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>LER 401</td>
<td>The Law of Labor-Management Relations</td>
<td>3</td>
</tr>
<tr>
<td>LER 400</td>
<td>Comparative Employment Relations Systems</td>
<td>3</td>
</tr>
<tr>
<td>or HRER 500</td>
<td>Topics in Comparative Industrial Relations</td>
<td></td>
</tr>
<tr>
<td>LER 403</td>
<td>International Human Resource Studies</td>
<td>3</td>
</tr>
<tr>
<td>or HRER 503</td>
<td>Seminar in International Human Resource Studies</td>
<td></td>
</tr>
<tr>
<td>LER 427</td>
<td>Organizational Context for Human Resource Management and Employment Relations Professionals</td>
<td>3</td>
</tr>
<tr>
<td>or HRER 825</td>
<td>Strategic Business Tools for HRER Professionals</td>
<td></td>
</tr>
<tr>
<td>LER 428</td>
<td>Total Rewards</td>
<td>3</td>
</tr>
<tr>
<td>or HRER 824</td>
<td>Total Rewards</td>
<td></td>
</tr>
<tr>
<td>LER 460</td>
<td>Ethics in the Workplace</td>
<td>3</td>
</tr>
<tr>
<td>HRER 501</td>
<td>Labor and Employment Law</td>
<td>3</td>
</tr>
<tr>
<td>HRER 502</td>
<td>Human Behavior at Work</td>
<td>3</td>
</tr>
<tr>
<td>HRER 504</td>
<td>Seminar in Employment Relations</td>
<td>3</td>
</tr>
</tbody>
</table>

A minimum of 50% of the double-counted credits must be at the 500 or 800 level. Credits associated with the culminating experience for the graduate degree cannot be double-counted.

Students must sequence their courses so all undergraduate degree requirements are fulfilled before taking courses to count towards the graduate degree. If students accepted into the IUG program are unable to complete the M.S. degree, they are still eligible to receive their undergraduate degree if all the undergraduate degree requirements have been satisfied.

**M.S. Requirements**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRER 503</td>
<td>Seminar in International Human Resources Studies</td>
<td>3</td>
</tr>
<tr>
<td>HRER 526</td>
<td>Managing Talent Flow</td>
<td>3</td>
</tr>
<tr>
<td>HRER 527</td>
<td>Talent Development and Change Management</td>
<td>3</td>
</tr>
<tr>
<td>HRER 824</td>
<td>Total Rewards</td>
<td>3</td>
</tr>
</tbody>
</table>

Students who choose the capstone track must select 6 credits from an approved elective list in consultation with their adviser in addition to the capstone course, HRER 588. Students choosing the thesis track must select 3 credits from an approved elective list in consultation with their adviser in addition to the 6 credits of thesis research (HRER 600 or HRER 610).

**Electives**

Students who choose the capstone track must select 6 credits from an approved elective list in consultation with their adviser in addition to the capstone course, HRER 588. Students choosing the thesis track must select 3 credits from an approved elective list in consultation with their adviser in addition to the 6 credits of thesis research (HRER 600 or HRER 610).

**Culminating Experience**

Students can choose between the Capstone track or Thesis track:

- **Capstone Track**
  - HRER 588 Capstone in Human Resources and Employment Relations

- **Thesis Track**
  - Students complete 6 credits of HRER 600 (Thesis Research) or HRER 610 (Thesis Research Off-Campus)

**Human Resource Management Option**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRER 503</td>
<td>Seminar in International Human Resources Studies</td>
<td>3</td>
</tr>
<tr>
<td>HRER 526</td>
<td>Managing Talent Flow</td>
<td>3</td>
</tr>
<tr>
<td>HRER 527</td>
<td>Talent Development and Change Management</td>
<td>3</td>
</tr>
<tr>
<td>HRER 824</td>
<td>Total Rewards</td>
<td>3</td>
</tr>
</tbody>
</table>

**Electives**

Students who choose the capstone track must select 9 credits from an approved elective list in consultation with their adviser in addition to the capstone course, HRER 588. Students choosing the Thesis track must select 6 credits of electives in addition to the 6 credits of thesis research (HRER 600 or HRER 610).

**Culminating Experience**

Students can choose between the Capstone track or Thesis track:

- **Capstone Track**
  - HRER 588 Capstone in Human Resources and Employment Relations

- **Thesis Track**
  - Students complete 6 credits of HRER 600 (Thesis Research) or HRER 610 (Thesis Research Off-Campus)

**Employment Relations Option**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRER 500</td>
<td>Topics in Comparative Industrial Relations</td>
<td>3</td>
</tr>
<tr>
<td>LER 401</td>
<td>The Law of Labor-Management Relations</td>
<td>3</td>
</tr>
</tbody>
</table>

Select 6 credits from the following list of courses:

- LER 435 Labor Relations in the Public Sector
- LER 468 American Labor Unions
- LER 475 Labor in the Global Economy: U.S. and South African Perspectives
- LGWR 510 International Labor Law
- LGWR 520 Global Workers’ Rights

**Electives**

Students who choose the capstone track must select 6 credits from an approved elective list in consultation with their adviser in addition to the capstone course, HRER 588. Students choosing the thesis track must select 3 credits from an approved elective list in consultation with their adviser in addition to the 6 credits of thesis research (HRER 600 or HRER 610).
Students who choose the capstone track must select 9 credits from an approved elective list in consultation with their adviser in addition to the capstone course, HRER 588. Students choosing the Thesis track must select 6 credits of electives in addition to the 6 credits of thesis research (HRER 600 or HRER 610).

**Culminating Experience**

Students can choose between the Capstone track or Thesis track: 3-6 credits

<table>
<thead>
<tr>
<th>Track</th>
<th>Course</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capstone</td>
<td>HRER 588</td>
<td>Capstone in Human Resources and Employment Relations</td>
</tr>
<tr>
<td>Thesis</td>
<td></td>
<td>Students complete 6 credits of HRER 600 (Thesis Research) or HRER 610 (Thesis Research Off-Campus)</td>
</tr>
</tbody>
</table>

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

Available at the following campuses: World Campus

The integrated LHR 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 LHR 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 be enrolled in the LHR B.S. program;
- must complete the Penn State graduate degree application and pay the application fee;
- shall be admitted no earlier than the beginning of the third semester of undergraduate study at Penn State (regardless of transfer or AP credits accumulated prior to enrollment) and no later than the end of the second week of the semester preceding the semester of expected conferral of the undergraduate degree, as specified in the proposed IUG plan of study;
- must have an overall GPA of 3.4 (on a 4.0 scale) in undergraduate coursework and a minimum GPA of 3.6 in the major;
- must submit 2 letters of recommendation from current or previous Penn State instructors and 1 additional letter of recommendation (should be professional or academic);
- 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.

Up to nine (9) credits at the 400, 500, or 800 level can be double counted for both the undergraduate and graduate degrees from the following list:

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>LER 401</td>
<td>The Law of Labor-Management Relations</td>
<td>3</td>
</tr>
<tr>
<td>LER 400</td>
<td>Comparative Employment Relations Systems</td>
<td>3</td>
</tr>
<tr>
<td>LER 403</td>
<td>International Human Resource Studies</td>
<td>3</td>
</tr>
<tr>
<td>or HRER 803</td>
<td>Human Resources in Multinational Enterprises</td>
<td></td>
</tr>
<tr>
<td>LER 427</td>
<td>Organizational Context for Human Resource Management and Employment Relations Professionals</td>
<td>3</td>
</tr>
<tr>
<td>or HRER 825</td>
<td>Strategic Business Tools for HRER Professionals</td>
<td></td>
</tr>
<tr>
<td>LER 460</td>
<td>Ethics in the Workplace</td>
<td>3</td>
</tr>
<tr>
<td>HRER 501</td>
<td>Labor and Employment Law</td>
<td>3</td>
</tr>
<tr>
<td>HRER 504</td>
<td>Seminar in Employment Relations</td>
<td>3</td>
</tr>
</tbody>
</table>

A minimum of 50% of the double-counted credits must be at the 500 or 800 level. Credits associated with the culminating experience for the graduate degree cannot be double-counted.

Students must sequence their courses so all undergraduate degree requirements are fulfilled before taking courses to count towards the graduate degree. If students accepted into the IUG program are unable to complete the M.S. degree, they are still eligible to receive their undergraduate degree if all the undergraduate degree requirements have been satisfied.

**Code** | **Title** | **Credits**
---|---|---
**Human Resources and Employment Relations**
HRER 501 | Labor and Employment Law | 3
HRER 504 | Seminar in Employment Relations | 3
HRER 505 | Seminar in Human Resources | 3
HRER 802 | Human Behavior and Organizational Performance | 3
HRER 803 | Human Resources in Multinational Enterprises | 3
HRER 825 | Strategic Business Tools for HRER Professionals | 3
HRER 836  Divinity in the Workplace  3
HRER 894  Research Topics  3

Areas of Concentration
Select 6 credits in area of concentration  6

Benefits and Compensation
HRER 822  Employee Compensation
HRER 823  Employee Benefits

Employment and Labor Law
LER 401  The Law of Labor-Management Relations
HRER 811  Labor and Employment Law II
or HRER 801  Comparative and International Employment and Labor Law

Ethics and Leadership
LER 464  Communication Skills for Leaders in Groups and Organizations
LER 409  Leadership Development: A Life-Long Learning Perspective
or LER 465  Collective Decision Making

International Human Resources and Employment Relations
LER 403  International Human Resource Studies
HRER 801  Comparative and International Employment and Labor Law
or LER 400  Comparative Employment Relations Systems

Labor and Collective Bargaining
LER 401  The Law of Labor-Management Relations
LER 435  Labor Relations in the Public Sector

Labor Unions: Organization and Strategy
LER 466  Labor Union Structure, Administration and Governance
LER 468  American Labor Unions

Staffing, Training, and Development
HRER 826  Talent Management
HRER 827  Talent Development

Elective Courses
Select an additional 3-credit course (400-level or above) in consultation with your graduate adviser).  3

Student Aid
Fellowships, traineeships, graduate assistantships, and other forms of financial aid are described in the Tuition & Funding (http://gradschool.psu.edu/graduate-funding) section of The Graduate School's website.

Graduate courses carry numbers from 500 to 699 and 800 to 899. Advanced undergraduate courses numbered between 400 and 499 may be used to meet some graduate degree requirements when taken by graduate students. Courses below the 400 level may not. A graduate student may register for or audit these courses in order to make up deficiencies or to fill in gaps in previous education but not to meet requirements for an advanced degree.

Human Resources and Employment Relations (HRER) course list (http://bulletins.psu.edu/university-course-descriptions/graduate/hrer)
Labor and Employment Relations (LER) course list (http://bulletins.psu.edu/university-course-descriptions/undergraduate/ler)

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 needed 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

World Campus
Undergraduate Academic Advising
301 Outreach Building
University Park, PA 16802
814-863-3283
advising@outreach.psu.edu

Suggested Academic Plan
The suggested academic plan(s) listed on this page are the plan(s) that are in effect during the 2019-20 academic year. To access previous years' suggested academic plans, please visit the archive (http://bulletins.psu.edu/undergraduate/archive) to view the appropriate Undergraduate Bulletin edition (Note: the archive only contain suggested academic plans beginning with the 2018-19 edition of the Undergraduate Bulletin).

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>General Education Course (GN - Inter-Domain)</td>
<td>3</td>
<td>General Education Course (GQ)†</td>
<td>3</td>
</tr>
<tr>
<td>Elective (PSYCH 100 is suggested)</td>
<td>3</td>
<td>3 General Education Course (GH - Inter-Domain)</td>
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</tr>
<tr>
<td>ECON 102 (GS)†</td>
<td>3</td>
<td>3 LER 100†</td>
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<tr>
<td>FYS (GH)†</td>
<td>3</td>
<td>3 PSYCH 281†</td>
<td>3</td>
</tr>
</tbody>
</table>
**University Requirements (United States and International Cultures).**

*US and IL are abbreviations used to designate courses that satisfy University Requirements (United States and International Cultures).*

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENGL 15, 30, 137H, CAS 137H, or ESL 15 (GWS)</td>
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</tr>
<tr>
<td>100, 100A, 100B, 100C, 138T, or ENGL 138T (GWS)</td>
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</table>

**Second Year**

<table>
<thead>
<tr>
<th>Fall</th>
<th>Credits</th>
<th>Spring</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>LER 136 (US)*</td>
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<td>LER 201*</td>
<td>3</td>
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<tr>
<td>Supporting Course †</td>
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<td>Supporting Course †</td>
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<tr>
<td>STAT 200 (QG) ‡</td>
<td>4</td>
<td>ECON 400-level or any level ‡</td>
<td>3</td>
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<tr>
<td>Elective</td>
<td>3</td>
<td>ECON 315 or appropriate sub</td>
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<tr>
<td>Elective</td>
<td>3</td>
<td>General Education Course (GA)</td>
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</tr>
</tbody>
</table>

| Credits | 15 |

**Third Year**

<table>
<thead>
<tr>
<th>Fall</th>
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<th>Spring</th>
<th>Credits</th>
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<tbody>
<tr>
<td>LER 488*</td>
<td>1.5</td>
<td>LER 400-level or any level * ‡</td>
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<tr>
<td>LER 312*</td>
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<td>LER 400-level * ‡</td>
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<tr>
<td>Supporting 400-level course ‡</td>
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<td>General Education Course (GN)</td>
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</tr>
<tr>
<td>General Education Course (GA)</td>
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<td>ENGL 202A, 202B, 202C, or 202D (GWS) ‡</td>
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<tr>
<td>General Education Course (GN)</td>
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<td>Elective (IL)</td>
<td>3</td>
</tr>
<tr>
<td>Elective</td>
<td>3</td>
<td>Elective (IL)</td>
<td>3</td>
</tr>
</tbody>
</table>

| Credits | 16.5 |

**Fourth Year**

<table>
<thead>
<tr>
<th>Fall</th>
<th>Credits</th>
<th>Spring</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>LER 489*</td>
<td>1.5</td>
<td>LER 458Y*</td>
<td>3</td>
</tr>
<tr>
<td>Supporting 400-level course ‡</td>
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<td>LER 400-level ‡</td>
<td>3</td>
</tr>
<tr>
<td>LER 400-level ‡</td>
<td>3</td>
<td>LER 400-level ‡</td>
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<tr>
<td>LER 460*</td>
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<td>Elective (IL)</td>
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<tr>
<td>Elective</td>
<td>3</td>
<td>Elective (IL)</td>
<td>3</td>
</tr>
</tbody>
</table>

| Credits | 16.5 |

**Total Credits 124**

* Course requires a grade of C or better for the major
‡ Course requires a grade of C or better for General Education
# Course is an Entrance to Major requirement
† Course satisfies General Education and degree requirement

1 Select 6 credits of supporting courses from department list
2 Select 15 credits of LER courses; at least 9 credits must at the 400-level, but ALL may be at the 400-level; LER 460, LER 458Y, LER 488, and LER 489 do not apply here
3 Select 6 credits of 400-level supporting courses from department list

**Career Paths**

The Labor and Human Resources major prepares students for many career opportunities and graduate studies. The majority of our majors work as labor 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. Labor and Human Resources majors have gone on to graduate school earning advanced degrees in Human Resource Management, Law, Business, and Sociology.

**Careers**

Labor and Human Resources 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. Our 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.

More information about potential career options for graduates of the Labor and Human Resources Program (https://ler.la.psu.edu/careers/where-are-they-now)

**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.

More information about opportunities for graduate studies (https://ler.la.psu.edu/graduate)
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