930. Law and Public Policy of the Media
Fall, 3(3-0) Interdepartmental with Advertising; and Telecommunication. R: Open only to Ph.D. students in Mass Media.
Philosophical, legal, political, and statutory principles underlying law and public policy applied to media. Selected issues involving constitutional law, common law, statutes, and administrative policy.

960. Media and Technology
Spring, 3(3-0) Interdepartmental with Telecommunication; and Advertising. Administered by Telecommunication. R: Open only to Ph.D. students in Communication Arts and Sciences-Mass Media or Communication or approval of department.
Theoretical frameworks concerning media and communication processes, and their interactions with technology. Social, organizational, critical, and economic perspectives.

965. Media Economics
Spring, 3(3-0) Interdepartmental with Telecommunication; and Advertising. Administered by Telecommunication. R: Open only to Ph.D. students in Communication Arts and Sciences-Mass Media or Communication or approval of department.
Economic theory and analysis relevant to the mass media. Economic structure and performance of mass media and advertising industries. Competition among media and within related industries.

975. Quantitative Research Design
Fall, 3(3-0) Interdepartmental with Advertising; and Telecommunication. Administered by Advertising. P: One graduate-level research design or statistics course. R: Open only to Ph.D. students in Mass Media.
Survey, experimental and content-analytic techniques applied to the study of media. Academic and applied research methods. Univariate and multivariate techniques.

KINESIOLOGY—Descriptions of Courses

101. Aquatics
Fall, Spring, Summer. 1(0-2) R: A student may earn a maximum of 8 credits in all enrollments for this course if different activities or the same activities at higher levels are involved. Students are limited to a combined total of 8 credits in PES 101 through PES 108.
Skill and knowledge development in water-related activities. Separate course sections in activities such as swimming, diving, lifeguarding, water polo, and sailing.
SA: PES 101

102. Combative Sports
Fall, Spring, Summer. 1(0-2) R: A student may earn a maximum of 8 credits in all enrollments for this course if different activities or the same activities at higher levels are involved. Students are limited to a combined total of 8 credits in PES 101 through PES 108.
Skill and knowledge development in the art or sport of physical training. Separate course sections in activities such as judo, karate, aikido, and fencing.
SA: PES 102

103. Conditioning
Fall, Spring, Summer. 1(0-2) R: A student may earn a maximum of 8 credits in all enrollments for this course if different activities or the same activities at higher levels are involved. Students are limited to a combined total of 8 credits in PES 101 through PES 108.
Knowledge and competency in physical fitness activities that emphasize cardiovascular and muscular training. Separate course sections in activities such as aerobic exercise, power walking, swimming conditioning, and weight training.
SA: PES 103

104. Dance
Fall, Spring, Summer. 1(0-2) R: A student may earn a maximum of 8 credits in all enrollments for this course if different activities or the same activities at higher levels are involved. Students are limited to a combined total of 8 credits in PES 101 through PES 108.
Skill and knowledge development in dance activities. Separate course sections in dance styles such as ballet, modern, jazz, Latin, and social.
SA: PES 104

105. Gymnastics
Fall, Spring, Summer. 1(0-2) R: A student may earn a maximum of 8 credits in all enrollments for this course if different activities or the same activities at higher levels are involved. Students are limited to a combined total of 8 credits in KIN 101 through KIN 108.
Skill and knowledge development in gymnastics. Separate sections in activities such as apparatus, tumbling, and floor exercise.
SA: PES 105

106. Individual Sports
Fall, Spring, Summer. 1(0-2) R: A student may earn a maximum of 8 credits in all enrollments for this course if different activities or the same activities at higher levels are involved. Students are limited to a combined total of 8 credits in KIN 101 through KIN 108.
Skill and knowledge development in individual sports. Separate course sections in activities such as bowling, golf, skating, self defense, and track and field.
SA: PES 106

107. Racquet Sports
Fall, Spring, Summer. 1(0-2) R: A student may earn a maximum of 8 credits in all enrollments for this course if different activities or the same activities at higher levels are involved. Students are limited to a combined total of 8 credits in KIN 101 through KIN 108.
Skill and knowledge development in racquet sports. Separate course sections in sports such as badminton, racquetball, and tennis.
SA: PES 107

108. Team Sports
Fall, Spring, Summer. 1(0-2) R: A student may earn a maximum of 8 credits in all enrollments for this course if different activities or the same activities at higher levels are involved. Students are limited to a combined total of 8 credits in KIN 101 through KIN 108.
Skill and knowledge development in team sports. Separate course sections in sports such as basketball, ice hockey, lacrosse, soccer, softball, and volleyball.
SA: PES 108

120. Personal Health
Fall, Spring, Summer. 3(3-0)
Physical, mental, emotional, social, and spiritual domains of health. Alternative health values and behaviors. Developing healthy lifestyles.
SA: PES 120

125. First Aid and Personal Safety
Fall, Spring, Summer. 3(3-0)
Knowledge and application of first aid concepts relating to respiratory and cardiopulmonary disorders, shock, wounds, burns, fractures, drug poisoning, childbirth, litigation. Preventing trauma by recognizing and avoiding safety hazards.
SA: PES 125

170. Foundations of Kinesiology
Fall, Spring. 3(2-0)
Kinesiology as a disciplinary major. Subdisciplines and professions. Historical perspectives.
SA: PES 170

171. Athletics in Higher Education
Fall, 1(1-0)
Philosophy and organization of athletics. Athletics and academic achievement. Ethical issues, legal issues, social conduct, eligibility, athlete’s rights and responsibilities. Coaches’ responsibilities and institutional obligations.
SA: PES 171

201. Water Safety Instruction
Fall, Spring. 2(1-2)
Knowledge and skills necessary to plan and conduct American Red Cross water safety courses. Current lifesaving certification is assumed.
SA: PES 201

202. Aerobic Exercise Instruction
Fall, Spring. 3(2-3)
SA: PES 202
Descriptions—Kinesiology

Courses

203. Self-Defense Instruction
Spring of even years. 2(1-2)
Knowledge, skills, strategies, tactics, and experience necessary to teach personal defense skills. Prevention, de-escalation, confrontation skills, and self defense. Competence in self defense assumed.
SA: PES 203

204. Sailing and Cruising
Fall, Spring, Summer. 2(1-3)
Knowledge, skills, and experience necessary to sail large vessels on inland and coastal waters. Live aboard and sail for six days and nights, traveling approximately 250 miles. Competence in sailing small crafts assumed.
SA: PES 204

205. Lifeguarding
Fall, Spring, Summer. 2(1-2)
Lifeguarding knowledge and skills necessary to obtain American Red Cross Lifeguarding certificate. Advanced swimming level is assumed.
SA: PES 205

216. Applied Human Anatomy
Fall. 3(3-0) R: Open only to students in the Department of Kinesiology.
Structural anatomy of the human body. Interrelations of structure, function, and human movement.
SA: PES 216

217. Applied Human Anatomy Laboratory
Spring. 1(0-3) R: KIN 216. R: Not open to freshmen. Open only to students in the Department of Kinesiology.
Major bones, muscles, nerves, vessels, and organs of the human body. Articulations, muscle origins, muscle insertions, and prime moving actions.
SA: PES 217

250. Measurement in Kinesiology
Fall, Spring, 3(0-3)
Methods and materials for measurement and evaluation. Motor skills, physical fitness, knowledge, and attitudes associated with physical activity.
SA: PES 250

260. Physical Growth and Motor Behavior
Fall, Spring. 3(3-0) R: Not open to freshmen.
SA: PES 260

300A. Coaching Baseball
Fall. 2(1-2) R: Not open to freshmen.
SA: PES 300A

300B. Coaching Sports for Athletes with Disabilities
Spring of even years. 2(2-0) Interdepartmental with Park, Recreation and Tourism Resources.

300C. Coaching Soccer
Spring. 2(1-2) R: Not open to freshmen.
SA: PES 300C

300D. Coaching Basketball
Fall. 2(2-0) R: Not open to freshmen.
SA: PES 300D

300E. Coaching Football
Fall. 2(2-0) R: Not open to freshmen.
SA: PES 300E

300K. Coaching Track and Field
Fall. 2(1-2) R: Not open to freshmen.
SA: PES 300K

301E. Advanced Football Coaching
Spring. 2(3-0) P: PES 300E. R: Not open to freshmen.
SA: PES 301E

310. Physiological Bases of Physical Activity
Fall, Spring. 3(3-0) P: PSL 250 and CEM 141 and PES 216 and PES 217. R: Open only to students in the Department of Kinesiology.
Acute and chronic effects of exercise on various body systems. Principles of training, exercise prescription, and the role of physical activity in health and disease.
SA: PES 310

320. Athletic Training
Fall, Summer. 3(3-0) R: KIN 125, KIN 216, KIN 217, KIN 310 or concurrently. R: Not open to freshmen.
Athletic injury recognition, prevention, evaluation, management, care, counseling, and rehabilitation. Organization and administration.
SA: PES 320

330. Structural and Mechanical Analysis of Physical Activity
Fall, Spring. 3(2-2) P: KIN 216, KIN 217, PHY 221.
Biomechanical analysis of human movement based upon musculoskeletal structure and function. Mechanical principles.
SA: PES 330

340. Psychological Bases of Physical Activity
Fall, Spring. 3(3-0) P: KIN 260 or concurrently. Psychological factors affecting motor skill acquisition and performance. Psychological skills which enhance sport performance. Applications of learning theory.
SA: PES 340

400. Principles of Coaching I
Fall. 4(4-0) R: Not open to freshmen or sophomores.
Basic principles of anatomy, biomechanics, and physiology for coaching competitive sports. Applications to athletes of different ages and abilities.
SA: PES 400

401. Principles of Coaching II
Spring. 4(4-0) R: Not open to freshmen or sophomores.
Sociological, administrative, philosophical, legal, ethical, and chemical health issues related to coaching competitive sports. Applications to athletes of different ages and abilities.
SA: PES 401

411. Laboratory Experiences in Exercise Physiology
Fall, Spring. 2(1-3) P: KIN 310 R: Open only to students with a major in Kinesiology.
Laboratory techniques for testing and evaluating individuals for aerobic fitness, muscular strength and endurance, body composition and other physiologic responses to exercise. Exercise program development for personal health fitness.
SA: PES 411

420. School Health Education
Fall. 3(3-0) R: KIN 120. R: Not open to freshmen and sophomores.
Organization and administration of a comprehensive school health education program. Interaction of school health services, healthful environment, and health instruction in the development of a healthy lifestyle.
SA: PES 420

421. Advanced Athletic Training
Spring. 3(3-0) P: PES 320, PES 330 or concurrently. R: Not open to freshmen and sophomores.
Advanced knowledge and skills of athletic health care. Current issues of rehabilitation, organization and administration, therapeutic modalities, and injury evaluation.
SA: PES 421

422. Advanced Rehabilitation of Athletic Injuries
Spring of odd years. 3(3-0) P: KIN 421. R: Not open to freshmen and sophomores.
Rehabilitation and therapeutic modalities used to manage athletic injuries. Anatomical and neurophysiological bases of techniques. Indications and contraindications of rehabilitation protocols.
SA: PES 422
445. Sociocultural Analysis of Physical Activity
Fall, Spring. 3(3-0) R: Open only to seniors or graduate students.
Sociocultural context of and social practices in sport and physical activity.
SA: PES 445

450. Design and Evaluation of Physical Activity Programs
Fall, Spring. 3(3-0) R: Open only to seniors or graduate students.
Development and evaluation of programs in kinesiology.
SA: PES 450

451. Physical Education in Preschools and Elementary Schools
Fall. 3(1-3) P: KIN 260 or KIN 460, R: Not open to freshmen and sophomores. Not open to students with credit in TE 401.
Methods of instruction for teaching physical activities to preschool and elementary school children. Development of teaching sequences. Clinical experience in teaching children and peers.
SA: PES 451

452. Physical Education in Middle and High Schools
Spring. 3(2-0) P: KIN 106, KIN 107, KIN 108, KIN 340, R: Open only to seniors and graduate students. Not open to students with credit in TE 402.
Methods of instruction for teaching physical activities to middle and high school students. Development of teaching sequences. Clinical experience in teaching students and peers.
SA: PES 452

453. Administration of Intramural Sports Programs
Spring. 2(2-0) R: Not open to freshmen and sophomores.
Organization and administration of intramural programs in educational settings. Philosophy, values, planning, scheduling, competitive units, classification systems, budgeting, facilities, officiating, clubs, issues, and trends.
SA: PES 453

454. Facility Planning and Construction
Spring. 3(3-0) R: Not open to freshmen or sophomores.
Planning of athletic and physical education facilities such as gymnasium, ice rinks, swimming pools, and outdoor areas. Space utilization standards and guidelines. Selection of materials and equipment.
SA: PES 454

460. Developmental Bases of Motor Skills
Fall, Spring, Summer. 2(2-0) R: Open only to majors in the College of Education and College of Human Ecology. Not open to students in the Department of Kinesiology. Not open to students with credit in KIN 280.
Influence of physical growth and biological maturation on motor skill development. Sequential progressions of fundamental motor skills. Gross motor dysfunction and health-related fitness of children. Techniques of helping children to acquire skills.
SA: PES 460

461. Developmental Bases of Motor Skills Laboratory
Fall, Spring, Summer. 1 to 4 credits. A student may earn a maximum of 4 credits in all enrollments for this course. P: KIN 460 or KIN 280, R: Students must apply one term in advance of enrollment.
Application of concepts related to physical growth and motor development. Practice in planning and teaching fundamental motor skills. Methods of evaluating teaching.
SA: PES 461

465. Adapted Physical Activity
Fall, Spring. 3(2-2) R: Not open to freshmen and sophomores.
Teaching and coaching physical activities for persons with disabilities.
SA: PES 465

466. Practicum in Adapted Physical Activity
Fall, Spring, Summer. 1 to 4 credits. A student may earn a maximum of 4 credits in all enrollments for this course. R: Approval of department.
Supervised teaching of physical activities and/or coaching sports to persons with disabilities and youths at risk.
SA: PES 466

470. Proseminar in Kinesiology (W)
Fall, Spring. 3(3-0) R: Open only to seniors or graduate students. Completion of Tier I writing requirement.
Philosophical perspectives in kinesiology.
SA: PES 470

482. Topics in Kinesiology (MTC)
Fall, Spring, Summer. 2 to 4 credits. A student may earn a maximum of 2 credits in all enrollments for this course. R: Open only to juniors or seniors or graduate students in the Department of Kinesiology.
Selected topics in areas such as physiology of exercise, biomechanics, motor behavior, psychosocial aspects of activity, program design and evaluation, athletic training, and coaching.
SA: PES 482

490. Independent Study
Fall, Spring, Summer. 1 to 4 credits. A student may earn a maximum of 4 credits in all enrollments for this course. R: Approval of department.
Supervised individual or group study in various fields of emphasis in kinesiology.
SA: PES 490

494. Fieldwork
Fall, Spring, Summer. 1 to 4 credits. A student may earn a maximum of 4 credits in all enrollments for this course. R: Approval of department.
Supervised practice in teaching physical education activities, coaching sports, administering sports programs, or conducting research or service activities in kinesiology.
SA: PES 494

810. Physiology of Physical Activity
Fall. 3(3-0) Acute and chronic effects of exercise on the various body systems. Program design. Issues in exercise physiology.
SA: PES 810

Kinesiology—Descriptions of Courses

811. Physiological Evaluation and Exercise Prescription
Fall. 200-4 P: KIN 810 or concurrently. Techniques in evaluation of physiological capacity and in exercise prescription for various populations.
SA: PES 811

812. Cardiovascular, Respiratory, and Metabolic Responses to Exercise
Spring of even years. 3(3-0) P: KIN 810. Acute and chronic effects of exercise on cardiovascular, respiratory, and metabolic system functions. Role of these systems in limiting exercise performance.
SA: PES 812

813. Neuromuscular and Endocrine Responses to Exercise
Spring of odd years. 3(3-0) P: KIN 810. Acute and chronic effects of exercise on nervous, muscular, and endocrine system functions. Role of these systems in limiting exercise performance.
SA: PES 813

830. Biomechanical Analysis of Physical Activity
Fall. 3(2-2) Interdepartmental with Osteopathic Manipulative Medicine.
Kinematic analysis of mechanical and anatomical characteristics in physical activity and sport skills.
SA: BIM 830, PES 830

831. Advanced Biomechanics of Physical Activity
Spring of even years. 3(2-2) Interdepartmental with Osteopathic Manipulative Medicine. P: KIN 830.
Kinetic analyses of the performance of physical activity and sport.
SA: BIM 831, PES 830

840. Psychosocial Aspects of Physical Activity
Fall. 3(3-0) Social psychology of sport and physical activity.
SA: PES 840

845. Sociocultural Practices in Sport
Spring of odd years. 3(3-0) Critical, conflict, and feminist theories on dominant ideologies and social practices in sport.
SA: PES 845

851. Curriculum and Instruction in Physical Activity Programs
Spring of even years. 3(3-0) P: KIN 450. Curriculum theory and models in kinesiology. Interaction of curriculum and instructional decision making in kinesiology.
SA: PES 851

852. Evaluation of Physical Activity Programs
Spring of odd years. 3(3-0) P: KIN 450. Skills and knowledge necessary to design, implement, analyze, interpret, and report program evaluations in kinesiology.
SA: PES 852

A-129
Descriptions—Kinesiology

853. **Athletic Administration in Higher Education**
Fall. 3(3-0)
Administrative theory, structure, and budget. Facilities, equipment, and marketing. Legal, medical, and safety aspects.
SA: PES 853

854. **Sport Law for Administrators and Coaches**
Summer. 3(3-0)
Legal issues in amateur athletics. Legal liability as it relates to coaches and administrators. Prevention of lawsuits through planning, policy development, and communication. Current sport legal issues.
SA: PES 854

860. **Growth and Motor Behavior**
Fall. 3(3-0)
SA: PES 860

861. **Growth, Maturation, and Physical Activity**
Spring of even years. 3(3-0) P: KIN 860.
SA: PES 861

862. **Motor Skill Learning**
Spring. 3(3-0) P: KIN 860.
SA: PES 862

865. **Curriculum and Instruction in Adapted Physical Education**
Spring of odd years. 3(3-0)
Design of curricula and implementation of instruction in physical education for students with disabilities.
SA: PES 865

866. **Research on Sports for Athletes with Disabilities**
Spring of even years. 3(3-0)
Performance capabilities of athletes with disabilities. Research on areas such as exercise physiology, sport biomechanics, sport psychology, sport sociology, motor development, and motor learning.
SA: PES 866

867. **Practicum in Adapted Physical Activity**
Fall, Spring, Summer. 1 to 4 credits. A student may earn a maximum of 4 credits in all enrollments for this course. R: Approval of department. Supervised practice in teaching physical activities and/or coaching sports for persons with disabilities.
SA: PES 867

870. **Physical Activity and Well-Being**
Fall. 3(3-0)
Relationship of physical activity to human well-being. Influence of growth, biological maturity, aging, body composition, nutrition, training, and rest on health and performance.
SA: PES 870

871. **Research Methods in Kinesiology**
Spring. 3(3-0) R: Open only to graduate students in the Department of Kinesiology.
Experimental, longitudinal, survey, and qualitative research methods in kinesiology. Writing research proposals and reports. Research ethics.
SA: PES 871

882. **Topics in Kinesiology (MTC)**
Fall, Spring, Summer. 2 to 3 credits. A student may earn a maximum of 9 credits in all enrollments for this course.
Selected topics in areas such as physiology of exercise, biomechanics, motor behavior, psychosocial aspects of activity, program design and evaluation, and athletic training.
SA: PES 882

890. **Independent Study in Kinesiology**
Fall, Spring, Summer. 1 to 6 credits. A student may earn a maximum of 6 credits in all enrollments for this course. R: Open only to master's students. Approval of department. Individual study in an area of kinesiology under faculty supervision.
SA: PES 890

893. **Internship in Kinesiology**
Fall, Spring, Summer. 2 to 6 credits. A student may earn a maximum of 6 credits in all enrollments for this course. R: Open only to graduate students in the Department of Kinesiology. Supervised internship in sports medicine, athletic administration, coaching, or education agencies. Capstone experience option in master's degree program.
SA: PES 893

894. **Field Experiences in Kinesiology**
Fall, Spring, Summer. 1 to 6 credits. A student may earn a maximum of 6 credits in all enrollments for this course. R: Open only to graduate students in the Department of Kinesiology. Supervised graduate practicum in schools or other settings.
SA: PES 894

895. **Research Ethics**
Summer. 1(1-0) Interdepartmental with Teacher Education; Counseling, Educational Psychology and Special Education; and Educational Administration. R: Open only to graduate students in the Department of Counseling, Educational Psychology and Special Education or Department of Educational Administration or Department of Kinesiology or Department of Teacher Education. Identifying and resolving ethical problems in research, including issues related to collegial interactions; authorship, publication, and reviewing practices; data management; ownership of data and intellectual property; conflicts of interest; protection of human and animal subjects; and lab safety and compliance.
SA: PES 895

897. **Project in Kinesiology**
Fall, Spring, Summer. 1 to 4 credits. A student may earn a maximum of 4 credits in all enrollments for this course. R: Open only to graduate students in the Department of Kinesiology. Project experience under the guidance and supervision of MSU faculty. Development of products such as technical reports, instructional media, or curriculum materials to address an educationally significant problem. Capstone experience option in master's degree program.
SA: PES 897

899. **Master's Thesis Research**
Fall, Spring, Summer. 1 to 6 credits. A student may earn a maximum of 6 credits in all enrollments for this course. P: KIN 871.
SA: PES 899

910. **Current Issues in Exercise Physiology**
Spring. 3(3-0) A student may earn a maximum of 9 credits in all enrollments for this course. P: KIN 810.
Selected issues in exercise physiology and related fields of study.
SA: PES 910

930. **Current Issues in Biomechanical Aspects of Physical Activity**
Spring. 3(3-0) A student may earn a maximum of 9 credits in all enrollments for this course. Interdepartmental with Osteopathic Manipulative Medicine. P: KIN 820.
Selected issues of biomechanical analyses of sport and physical activity.
SA: BIM 930, PES 930

940. **Current Issues in Psychosocial Aspects of Physical Activity**
Fall. 3(3-0) A student may earn a maximum of 9 credits in all enrollments for this course. Selected issues in the psychology and sociology of sport and physical activity.
SA: PES 940

950. **Current Issues in the Design and Evaluation of Physical Activity Programs**
Fall. 3(3-0) A student may earn a maximum of 9 credits in all enrollments for this course. Selected issues in the design and evaluation of physical activity programs.
SA: PES 950

960. **Current Issues in Motor Behavior**
Spring. 3(3-0) A student may earn a maximum of 9 credits in all enrollments for this course. P: KIN 860.
Selected issues in motor development, motor learning, adapted physical education, and related fields of study.
SA: PES 960

990. **Independent Study in Kinesiology**
Fall, Spring, Summer. 1 to 6 credits. A student may earn a maximum of 6 credits in all enrollments for this course. R: Open only to doctoral students. Approval of department. Individual study in an area of kinesiology under faculty supervision.
SA: PES 990
LABOR AND INDUSTRIAL
RELATIONS—Descriptions
of Courses

995. Research Practicum in
Kinesiology
Fall, Spring, Summer. 1 to 4 credits. A student may earn a maximum of 4 credits in all enrollments for this course. R: Open only to doctoral students in the College of Education. Approval of department. Supervised research practicum. Design, execution, analysis, presentation, critique, and revision of research projects.
SA: PES 995

999. Doctoral Dissertation Research
Fall, Spring, Summer. 1 to 24 credits. A student may earn a maximum of 24 credits in all enrollments for this course. R: Open only to doctoral students.
SA: PES 999

801. Trade Union History, Structure,
and Administration
Fall, Winter, Spring. 3(3-0) R: Open only to students in the School of Labor and Industrial Relations. History of American unions. Theories of unionism. Union structure, government and democracy. Role of unions in society and politics. Legal requirements on unions. Current union problems.

809. Labor Markets
Fall, Spring. 3(3-0) R: Open only to students in the School of Labor and Industrial Relations. Labor market structures and dynamics. Factors affecting work, wages, and occupational choices. Public and private policies on human resource development and utilization. Designed for human resource practitioners.

811. Public and Private Employment
and Training Programs
Spring, 3(3-0) R: Open only to students in the School of Labor and Industrial Relations. Role of public and private employment and training programs in human resource development and utilization. Federal, apprenticeship, state vocational, and private training programs.

813. Income Maintenance and Health
Care Programs
Fall, 3(3-0) R: Open only to students in the School of Labor and Industrial Relations. Public and private income maintenance programs and health care programs.

823. Organizational Behavior in Labor
and Industrial Relations
Fall, Spring, 3(3-0) R: Open only to students in the School of Labor and Industrial Relations. Application of behavioral science knowledge at micro- and macro-levels to enhance individual, group, and organizational functioning in industrial relations settings.

824. Human Resource Strategies and
Decisions
Fall, Spring, 3(3-0) R: Open only to students in the School of Labor and Industrial Relations. Human resource planning, equal employment opportunity, staffing, training and development. Compensation and benefits. Workforce diversity and organizational development.

825. Compensation and Benefits
Systems
Fall, Spring. 3(3-0) P: LIR 824. R: Open only to students in the School of Labor and Industrial Relations. Theory and practice relating organizational characteristics to compensation-system strategy, design, and administration. Job evaluation, pay surveys, pay structure, pay administration, group incentives, and benefits.

826. Organizational Development and
Planned Change
Fall, 3(3-0) P: LIR 823. R: Open only to students in the School of Labor and Industrial Relations. Application of general systems and organizational behavior theories to the problems of organizational change and development in labor and industrial relations. Emphasis on the roles of leadership and change agents.

827. Quality of Work Life
Spring. 3(3-0) P: LIR 823. R: Open only to students in the School of Labor and Industrial Relations. Quality of work life approaches to organizational processes. Innovation from the perspectives of human resource development, sociotechnical systems, and labor-management relations. American and foreign applications.

828. Human Resource Information
Systems
Fall, Spring. 3(3-0) P: LIR 824. R: Open only to students in the School of Labor and Industrial Relations. Information requirements for human resource decisions. Methods of appraising software. Role of human resource specialists in database development and operation.

832. Data Sources in Labor and
Industrial Relations
Fall, Spring. 3(3-0) R: Open only to students in the School of Labor and Industrial Relations. Evaluation, use, and interpretation of data on industrial relations and human resources. Methods of presentation and report writing. Applications of index numbers, seasonal adjustments, and multiple regression.

834. Comparative Industrial Relations
Spring, 3(3-0) P: LIR 801 or LIR 858 or LIR 863. R: Open only to students in the School of Labor and Industrial Relations. Review and analysis of labor relations in different nations. Comparison of industrialized market economies and industrial relations experience. Analysis of selected current comparative industrial relations problems.

835. Labor Management Relations

855. Equal Employment Opportunity
and Occupational Safety and
Health Policy
Spring, Summer. 3(3-0) R: Open only to students in the School of Labor and Industrial Relations. Administrative policies and judicial decisions promoting equal employment opportunity. Analysis and review of governmental policies protecting workers from unsafe working conditions. Implications for employers and unions.

861. Labor and Management Relations
Fall, Spring. 3(3-0) P: LIR 801 or LIR 858 or LIR 863. R: Open only to students in the School of Labor and Industrial Relations. History and current status of collective bargaining policies and practices in public jurisdictions, including federal, state, and local government units.