828 Human Resource Information Systems
Fall, Spring. 3(3-0) P:M: (LIR 824) R: Open only to students in the School of Labor and Industrial Relations and students in the Interdisciplinary Ph.D. program in Social Science with a concentration in Industrial Relations and Human Resources.

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.

854 Comparative Industrial Relations
Spring. 3(3-0) P:M: (LIR 801 or LIR 858 or LIR 863) R: Open only to students in the School of Labor and Industrial Relations and students in the Interdisciplinary Ph.D. program in Social Science with a concentration in Industrial Relations and Human Resources.
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.

855 Labor and Management Relations

858 Collective Bargaining
Fall. Summer. 3(3-0) R: Open only to students in the School of Labor and Industrial Relations.
Theory and practice of collective bargaining. Wages, benefits, seniority, grievances, arbitration, and labor-management committees. Legal, economic, technological, and historical contexts.

860 Negotiation and Conflict Resolution
Fall, Spring. 3(3-0) P:M: (LIR 823 or LIR 858) R: Open only to students in the School of Labor and Industrial Relations and students in the Interdisciplinary Ph.D. program in Social Science with a concentration in Industrial Relations and Human Resources.
Negotiation and conflict resolution in employment settings. Use of experiential simulations to develop bargaining styles and interpersonal process skills.

863 Law of Labor Management Relations
Fall, Spring. 3(3-0) R: Open only to students in the School of Labor and Industrial Relations.

865 Grievance Administration and Arbitration
Spring. 3(3-0) R: (LIR 858 or LIR 863) R: Open only to students in the School of Labor and Industrial Relations.
Grievance procedure and arbitration as the terminal step in the grievance process under collective bargaining. Grievance procedures in non-union employment settings.

868 Employment Law
Fall, Spring. 3(3-0) R: Open only to students in the School of Labor and Industrial Relations.
Federal law, government policies, and legal principles regarding equal employment opportunity, occupational illnesses and injuries, right to privacy, employment at will, drug and alcohol screening.

890 Independent Study in Labor Relations and Human Resources
Fall, Spring. Summer. 1 to 3 credits. A student may earn a maximum of 3 credits in all enrollments for this course. RB: 15 credits in Labor and Industrial Relations. R: Open only to students in the School of Labor and Industrial Relations. Individual readings under faculty guidance.

891 Special Topics in Labor Relations and Human Resources
Fall. 3(0-3) A student may earn a maximum of 15 credits in all enrollments for this course. R: Open only to students in the School of Labor and Industrial Relations. Special topics in collective bargaining, human resources, employment, and training.

899 Master's Thesis Research
Fall, Spring. Summer. 0(3-0) A student may earn a maximum of 6 credits in all enrollments for this course. RB: 9 graduate credits. R: Open only to students in the School of Labor and Industrial Relations. Master's thesis research.

992A Seminar in Organizational Behavior and Human Resources
Fall of odd years. 3(3-0) A student may earn a maximum of 6 credits in all enrollments for this course. RB: Pass (LIR 823 and LIR 824) R: Open only to students in the School of Labor and Industrial Relations. Research and policy analysis of selected topics in organizational behavior and human resources in labor and industrial relations.

992B Seminar in Collective Bargaining and Labor Unions
Spring of odd years. 3(3-0) A student may earn a maximum of 6 credits in all enrollments for this course. RB: (LIR 801 and LIR 858) R: Open only to students in the School of Labor and Industrial Relations. Research and policy analysis of selected topics in collective bargaining and labor unions.

LANDSCAPE ARCHITECTURE

200 Introduction to Landscape Architecture
Fall. 3(3-0)
Environmental issues and problem-solving strategies within landscape architecture.
Introduction to Zoo and Aquarium Science
Fall, Spring. 3(3-0) Interdepartmental with Zoology; Fisheries and Wildlife; Veterinary Medicine. Administered by Department of Zoology. P.M.: (BS 110 or LBS 144 or LBS 148H)
Fundamentals of zoo and aquarium operations including research, interpretation, design, nutrition, captive breeding, conservation, ethics and management.

Landscape Architecture Field Studies
Fall, Spring. 2 to 4 credits. A student may earn a maximum of 6 credits in all enrollments for this course. R: Open only to juniors or seniors in Landscape Architecture. Approval of department. Field observation and analysis of selected professional offices, design and planning projects, natural areas, or places of historic interest. Background familiarization of selected study sites. Evaluation and synthesis of study experiences.

Advanced Graphic Communication
Spring, 4(4-0) RB: (LA 342) R: Open only to majors in Landscape Architecture. Methods of 3-D visualization in the design process.

Design Implementation
Fall, 3(6) RB: (LA 331) R: Open only to seniors in the Landscape Architecture or Horticulture major. C: LA 443 concurrently and LA 460 concurrently. Development of a complete package of contract documents for a representative site development project, including construction plans, bid documents, and specifications.

Golf Course Planning and Design
Fall of even years. 3(3-0) Interdepartmental with Urban Planning. Administered by Department of Geography. RB: (LA 342) R: Open only to seniors or graduate students in Urban and Regional Planning or Urban and Regional Planning-Urban Studies or Landscape Architecture. History, planning, and design of the golf course as a component of the community. Environmental, regulatory, technical, and financing issues.

Community Project Design I
Fall. 5(2-2) R: (LA 342) R: Open only to majors in Landscape Architecture or Urban and Regional Planning. Approval of department. C: LA 437 concurrently and LA 480 concurrently. Development of design solutions for medium scale site development projects focusing on moderately complex design programs and problems.

Community Project Design II
Spring. 5(3-6) RB: (LA 443) R: Open only to majors in Landscape Architecture. The community systems planning process. Application of multiple use theory and techniques. Integration of project demands and community infrastructure.

Advanced Project Design
Spring. 4(0-8) RB: (LA 444 and LA 480) R: Open only to seniors in Landscape Architecture. Application of design theory to complex site development projects in community settings. Interaction of human activities, sites, and end uses. Use of community feedback.

Regional Environmental Design
Fall. 3(6) RB: (LA 444) R: Open only to seniors in Landscape Architecture or approval of department. Theory and tools in regional environmental design and their application to site facilities, assignment of land use, and management of landscape structure with special emphasis on spatial identity, visual quality, and environmental modeling. Human dimensions to landscape change.

Professional Practice (W)
Fall. 3(2-2) P:M: Completion of Tier I writing requirement. R: Open only to seniors or graduate students in Landscape Architecture. C: LA 437 concurrently and LA 443 concurrently. Principles and procedures of professional office practice. Organization and management of offices, personnel, and projects. Ethical and legal issues.

Historic Preservation and Preservation Planning in the U.S.
Fall. 4(4-0) Interdepartmental with Urban Planning. Administered by Department of Geography. R: Open only to freshmen or sophomores. Approval of department. History and philosophy of the preservation of buildings, structures, and objects significant to the heritage of this nation. Preservation as a planning tool for local governments.

Independent Study
Fall, Spring. 1 to 4 credits. A student may earn a maximum of 7 credits in all enrollments for this course. R: Open only to students in Landscape Architecture. Approval of department. Individual investigation of landscape architecture topics in the interest areas of the Landscape Architecture faculty.

Senior Research Seminar (W)
Spring. 3(2-2) P:M: Completion of Tier I writing requirement. R: Open only to seniors or graduate students in Landscape Architecture. Contemporary issues of relevance to the profession.

Internship in Landscape Architecture
Fall, Spring, Summer. 2 to 4 credits. A student may earn a maximum of 8 credits in all enrollments for this course. R: Open only to seniors in Landscape Architecture or approval of department. Supervised experience in approved public agencies and professional offices.

Special Topics in Landscape Architecture
Fall, Spring. 3(3-0) A student may earn a maximum of 9 credits in all enrollments for this course. R: Open only to juniors or seniors in Landscape Architecture or approval of department. Selected subjects in landscape architecture derived from emerging issues and topics.

Internship in Zoo and Aquarium Science
Fall, Spring. Summer. 3 to 4 credits. A student may earn a maximum of 8 credits in all enrollments for this course. Interdepartmental with Zoology; Fisheries and Wildlife. Administered by Department of Zoology. R: Open only to juniors or seniors. Approval of department. Application of zoological experience in a zoo or aquarium setting outside the university.

Environmental Design Theory
Fall. 3(3-0) Interdepartmental with Horticulture; Park, Recreation and Tourism Resources; Human Environment and Design. R: Undergraduate design degree recommended. Differences between normative theories, scientific theories, models, and constructs. Exploration of normative theories related to thesis or practicum.

Environmental Design Studio
Spring. 3(0-6) Interdepartmental with Horticulture; Park, Recreation and Tourism Resources; Human Environment and Design. P.M.: (LA 816 and LA 883) R: Undergraduate design degree. Development of a student-selected environmental design project in a collaborative setting.

Environmental Design Seminar
Fall. 3(3-0) Interdepartmental with Horticulture; Park, Recreation and Tourism Resources; Human Environment and Design. R: Undergraduate design degree. Examination of the breadth of environmental design projects. Literature review of focused projects. Development of practicum or thesis proposals.

Master's Thesis Practicum
Fall, Spring, Summer. 3 to 9 credits. A student may earn a maximum of 9 credits in all enrollments for this course. R: Undergraduate design degree. R: Open only to graduate students in Environmental Design. Detailed professional application of a student-selected environmental design project.

Master's Thesis Research
Fall, Spring, Summer. 3 to 9 credits. A student may earn a maximum of 9 credits in all enrollments for this course. R: Undergraduate design degree. R: Open only to graduate students in Environmental Design. Preparation and completion of an independent research thesis.

LANGUAGE, LEARNING AND TEACHING LJT

Department of Linguistics and Germanic, Slavic, Asian and African Languages

College of Arts and Letters

Methods of Teaching English to Speakers of Other Languages Spring. 3(3-0) P:M: Completion of Tier I writing requirement. SA: ENG 307 National and international approaches, methods, materials, settings, needs, and characteristics of TESOL. Survey, evaluation, and application of major effective methods and materials.