341 Basic Site Design I Fall, 4(2-4) RB: (LA 240) and (GEO 221 and HED 240) R: Open only to majors in Landscape Architecture or Horticulture or Crop and Soil Sciences or Urban and Regional Planning. Introduction to the design process. Focus on program development, inventory, and analysis.

342 Basic Site Design II Spring, 5(2-6) RB: (LA 341) R: Open only to majors in Landscape Architecture or Horticulture or Crop and Soil Sciences or Urban and Regional Planning. Development of design solutions for individual projects at a small scale. Focus on simple design programs and problems of limited complexity.

369 Introduction to Zoo and Aquarium Science 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.

390 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.

420 Advanced Graphic Communication Spring, 4(1-6) RB: (LA 342) R: Open only to majors in Landscape Architecture. Methods of 3-D visualization in the design process.

437 Design Implementation Fall, 3(0-6) RB: (LA 331) R: Open only to seniors in the Landscape Architecture or Horticulture major. C: LA 443 concurrently, LA 480 concurrently. Development of a complete package of contract documents for a representative site development project, including construction plans, bid documents, and specifications.

439 Golf Course Planning and Design Fall of even years. 3(3-0) Interdepartmental with Urban Planning. Administered by School of Planning, Design and Construction. RB: (LA 342) R: Open only to majors in Urban and Regional Planning. History, planning, and design of the golf course as a component of the community. Environmental, regulatory, technical, and financing issues.

443 Community Project Design I Fall, 5(2-6) RB: (LA 342) R: Open only to majors in Landscape Architecture or Urban and Regional Planning. Approval of department. C: LA 437 concurrently, LA 480 concurrently. Development of design solutions for medium scale site development projects focusing on moderately complex design programs and problems.

444 Community Project Design II Spring, 5(2-6) 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.

445 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.

446 Regional Environmental Design Fall, 3(0-6) 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.

480 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, LA 443 concurrently. Principles and procedures of professional office practice. Organization and management of offices, personnel, and projects. Ethical and legal issues.

490 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.

492 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.

493 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.

494 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.

498 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.

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

817 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) RB: Undergraduate degree. Development of a student-selected environmental design project in a collaborative setting.

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

898 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. RB: Undergraduate degree. R: Open only to graduate students in Environmental Design. Detailed professional application of a student-selected environmental design project.

899 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. RB: Undergraduate degree. R: Open only to graduate students in Environmental Design. Preparation and completion of an independent research thesis.

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**LIR—Labor and Industrial Relations**

**School of Labor and Industrial Relations**

**College of Social Science**

**801 Trade Union History, Structure, and Administration** Fall, 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 of unions. Current union problems.
Labor Markets
Fall, Spring. 3(3-0) RB: (EC 201) R: Open only to MLHR students and students in the Interdisciplinary Ph.D. program in Social Science with a concentration in Industrial Relations and Human Resources. 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.

Training and Development
Fall, Spring. 3(3-0) R: Open only to graduate students in the Labor Relations and Human Resources, Labor Relations and Human Resources-Urban Studies major, and students in the Interdisciplinary Ph.D. program in Social Science with a concentration in Industrial Relations and Human Resources.
Analyze and experience critical issues in the design and administration of employee training and development.

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.

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.

Compensation and Benefits 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.
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.

High Performance Work Systems
Spring. 3(3-0) P:M: (LIR 823) R: Open to graduate students in Labor Relations and Human Resources or approval of department.

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.

Data Sources in Labor and Industrial Relations
Fall, Spring. 3(3-0) R: Approval of department.
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.

Comparative Industrial Relations and Human Resources Systems
Spring. 3(3-0) 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.
Analysis of human resource practices and labor relations in different nations. Comparison of internationalized market economies and workplace practices. Analysis of selected current comparative human resource and industrial relations problems.

Labor and Management Relations
Spring. 2(2-0) Spring: MSU Management Education Center, Troy. Interdepartmental with Executive MBA Program. Administered by The Eli Broad College of Business. R: Open only to students in the Executive M.B.A. Program; SA: MGT 855

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. RB: 9 graduate credits in Labor and Industrial Relations courses. R: Open only to Ph.D. students in the School of Labor and Industrial Relations.
Individual readings under faculty guidance.

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.

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

Arbitration and Alternate Dispute Resolution
Spring. 3(3-0) R: Open only to students in the School of Labor and Industrial Relations.
Grievance procedures and arbitration as the terminal step in the grievance process under collective bargaining. Grievance procedures in non-union employment settings.

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.

Independent Study in Labor Relations and Human Resources
Fall, Spring, Summer. 1 to 6 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.

Special Topics in Labor Relations and Human Resources
Fall. 3(3-0) 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.

Master's Thesis Research
Fall, Spring, Summer. 3(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.

Independent Study in Labor Relations and Human Resources
Fall, Spring. 3(3-0) R: Open only to students in the School of Labor and Industrial Relations.
Individual readings under faculty guidance for doctoral students.