

MEMORANDUM

ATTENTION: Senate

TEL

FROM: Jon Driver, Vice-President, Academic and Provost, and Chair, SCUP

RE: Full Program Proposal for a Major in Labour Studies (SCUP 16-13)

DATE: April 26, 2016

TIME

At its April 20, 2016 meeting, SCUP reviewed and approved the Full Program Proposal for a Major in Labour Studies in the Labour Studies Program within the Faculty of Arts and Social Sciences, effective Spring 2017.

Motion:

That Senate approve and recommend to the Board of Governors the Full Program Proposal for a Major in Labour Studies in the Labour Studies Program within the Faculty of Arts and Social Sciences, effective Spring 2017.

c: G. Teeple



OFFICE OF THE ASSOCIATE VICE-PRESIDENT, ACADEMIC

8888 University Drive, TEL: 778.782.4636 avpcio@sfu.ca
 Burnaby, BC FAX: 778.782.5876 www.sfu.ca/vpacademic
 Canada V5A 1S6

MEMORANDUM

ATTENTION	Senate Committee on University Priorities	DATE	March 4, 2016
FROM	Mark Lechner, Acting Chair Senate Committee on Undergraduate Studies	PAGES	1/1
RE:	Faculty of Arts and Social Sciences (SCUS 16-11f)		

Action undertaken by the Senate Committee on Undergraduate Studies at its meeting of March 3, 2016, gives rise to the following recommendation:

Motion

That SCUP approve and recommend to Senate the Full Program Proposal for the Major in Labour Studies in the Labour Studies Program within the Faculty of Arts and Social Sciences.

The relevant documentation for review by SCUP is attached.

Simon Fraser University

THE LABOUR STUDIES PROGRAM: FULL PROGRAM PROPOSAL (FPP)

Major in Labour Studies

Faculty of Arts and Social Sciences

February 2016

Executive Summary

1. Credential to be awarded:

Major in Labour Studies (LBST)

2. Location of Program:

SFU, Burnaby campus

3. Faculty:

Faculty of Arts and Social Sciences

4. Anticipated Start Date:

Spring 2017

- The Labour Studies Program is proposing a *Major in Labour Studies*. The Program is an independent unit, overseen by a Director and a Steering Committee composed of SFU faculty members, with its administrative home in the Department of Sociology and Anthropology. With the Major, no changes in this oversight body or the administrative arrangements are foreseen.
- The Labour Studies Program has existed at SFU since the mid-1970s; it became a modest academic program in 1999 and from that time offered a *Minor and Certificate* program. In August 2010, the University and a benefactor, Margaret Morgan, signed an agreement, in which a generous donation was made for the express purpose creating a Major in Labour Studies.
- In the 5 years since, we have increased the Program offerings to between 25-30 courses in a year from 4, with a commensurate sizeable growth in student enrollments and numbers of Minors. We have also hired one full-time tenure track professor, Dr. Kendra Strauss.
- The Labour Studies Program has shown a steady increase since 2011 in the number of declared Minors, currently it has over 80. Our student poll suggests a strong interest in a Major, as does the anecdotal evidence from the student advisors. We estimate that we would initially attract between 10 and 20 Majors, increasing this number as the Program became established, with a cumulative average of 35-40.

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- The Major in Labour Studies will be the *only such program in BC* offering academic courses on labour issues, providing a valuable knowledge base for a large array of interesting jobs that require a familiarity with issues covered in our subject matter.
- The *topics covered* by the proposed Major are not comprehensively addressed by any other SFU department, school, or program. Some of the topics included are aspects of labour law (the labour code, employment standards, case law, collective bargaining), workers' compensation, technological change, the future of work, the global labour market, the structure and role of unions, the nature of work, among other related issues.
- The Major is *intended to appeal* to all students with an interest in labour issues and in the role of working people and trade unions in economic, social and political development. The Program provides a perspective on the working world not provided elsewhere, offering a set of conceptual tools and research methods that will assist in finding employment in a wide variety of occupations.
- The Labour Studies Program is the only program at SFU that has *established links* with the trade union movement, representing about 30% of working people in BC, and community organizations, raising the profile of SFU and helping to fulfill its mandate to be an 'engaged university.'

Description of Proposed Program:

Aims, goals, and/or objectives

The Major will appeal to students who are interested in seeing the world from the perspective of working people, trade unions, and community organizations. It will provide them with an evaluative and analytical view of social, political, and economic relations, and will offer a group of policy related concepts and methodological skills suitable for employment in a wide array of jobs.

Contribution to the Mandate and Strategic Plan of SFU

SFU has defined itself as an 'engaged university,' (i) implying broad educational links with non-academic institutions and organizations, (ii) sponsoring public policy debates, and (iii) making its programs and facilities as accessible as possible to all those interested in learning. The Labour Studies Program has initiated events and programs in all of these areas, establishing active links with the trade union movement and other organizations in BC that serve as educational agencies to various constituencies. For a small program, it has already made a mark.

The Program has embarked on a modest research program on labour related issues and trade unions. No other program or department at SFU works on these questions. And we have represented on our Advisory Committee two important community educational organizations, along with representatives of several unions.

Target Audience

The Major in Labour Studies is designed for all students interested in questions related to the working world. The majority of LBST students are typical of the general SFU demographic, but the Program has attracted current and past members from the public and private sector unions and some mature students. The Major promises to provide all students with a unique perspective on the world and to prepare them with a knowledge base, research skills, and conceptual tools application to an extensive range of employment possibilities.

Evidence of ... potential employment opportunities

The Labour Studies Program is unique in BC, which suggests that its graduates will have a knowledge of public policy in labour relations and a skill set that will distinguish them from other graduates, providing them with an advantage in the labour market. The Program provides an unusually large number of courses with degrees of practical application.

Graduates of the Program will have a practical knowledge and skills that are readily applicable in the current labour market. For example:

- (i) Current computer based technology and its implications for the future of work;
- (ii) The basics of collective bargaining in the BC Labour Code and the process of negotiation;
- (iii) The fundamentals of the Employment Standards Act, Workers' Compensation (WorkSafe), Human Rights Act, and labour case law;
- (iv) The relation between the environment, workers, and unions;
- (v) The history, structure, and operation of unions;
- (vi) The political economy of labour markets, national and global;
- (g) The structure of public policy and its relation to unions and working people; and
- (h) Research skills equal to any social science graduate.

A review of labour market surveys, both provincial and federal, reveals a large number of jobs that these qualifications fit. We examined the 'BC 2022 Labour Market Outlook' that pointed to numerous categories and 10's of thousands of future 'job openings' in professional and para-professional occupations for which our graduates would be well suited. The 'Top 60' in the 'BC Outlook' included many possible occupations, in both the public and private sectors, that would require the kinds of knowledge and skills that our graduates will have. Similar job surveys at the federal level point to a large number of occupations requiring the qualifications that our Program now provides.

These surveys do not include trade union administration, organizing, and research jobs, which for some time many university graduates have held. All of the large unions, provincial, national and international, have large research units, public relations offices, and a wide variety of staff positions.

In the private and public labour markets and in union administration, there is simply no shortage of job possibilities for the graduates of the Labour Studies Program.

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THE LABOUR STUDIES PROGRAM

Faculty of Arts and
Social Sciences

8888 University Drive, Burnaby, BC
Canada V5A 1S6

TEL 778.782.4734
FAX 778.782.5799

E-mail: teeple@sfu.ca
www.labour.sfu.ca

Full Program Proposal

3 February 2016

Major in Labour Studies

Faculty of Arts and Social Sciences
Simon Fraser University

1. Credential to be awarded, including the level and category of the degree and the specific discipline or field of study:

Major in Labour Studies

2. Location of program, including justification for program site (provide cc to Executive Director of that location if applicable):

Burnaby campus, SFU.

The Labour Studies Program (LBST) has existed at this site as Minor and Certificate Programs since about 1999. It began at the Burnaby campus more than 20 years ago as a service program for trade unions and labour groups.

3. Faculty(ies), Department(s), or School(s) offering the new degree program:

Faculty of Arts and Social Sciences. The Labour Studies Program, as presently constituted, will offer the new degree (BA) program.

The Program is administered by the Steering Committee of the Program, whose members consist solely of SFU faculty. All executive powers lie with the Director of the Program and the Steering Committee.

4. Anticipated program start date:

Spring 2017

5. A description of the proposed program, including:

5.1 Aims, goals and/or objectives:

The Labour Studies Program has offered a Minor and Certificate program since 1999. In August 2010, an agreement between benefactor Margaret Morgan and SFU was signed, and a sizeable bequest was made for the purpose of creating a Major in Labour Studies.

This Major is intended for students interested in issues related to working people and trade unions and their role in social development, with particular emphasis on British Columbia. The topics covered by the proposed Major are not comprehensively addressed by any other SFU department, school, or program. Topics will include the experience and meaning of work, the history of the working class and trade unions, industrial relations, labour law, labour standards, technological change, the future of work, globalization and labour arbitration, among other issues.

The Major will appeal to students who want to see the world from the perspective of working people and trade unions, to provide them with a critical view of social, political, and economic relations, and to offer conceptual tools and research methods for employment in a wide variety of occupations. These would include, among other fields, labour law, government service, public policy analysis, mediation, human resource management, journalism, education, and union and community organizations.

5.2 Anticipated contribution to the mandate and strategic plan of the institution:

“To be the leading engaged university defined by its dynamic integration of innovative education, cutting-edge research, and far-reaching community engagement.” (SFU ‘Strategic Vision’)

An ‘engaged university,’ by definition, would establish broad, comprehensive educational links with non-academic institutions and organizations, play a significant role in policy debates, publicize its research in the public domain, and make its facilities as accessible as possible to those interested in learning.

The Labour Studies Program establishes such a connection between SFU and the trade union movement, which represents about 30% of the working people of BC, by increasing its course offerings and research projects, and with the creation of an active Advisory Committee consisting of representatives from community groups and unions, including two main union federations – BC Federation of Labour and the Vancouver and District Labour Council. (See: 5.14)

- **‘innovative education’**

As of January 2014, the Program has a new full-time tenure-track assistant professor, Dr. Kendra Strauss, who has a sterling research and teaching record and a keen interest in engaging students and unions in research.

Since 2010, the Program has employed a group of well-tested sessional instructors, whose student evaluations over several semesters are universally very good; they are also very well qualified (all with MAs, PhDs or law degrees), and several have continuing professional research and/or administrative relations with unions.

The Program is poised to introduce a student option of paid undergraduate internships. We have already begun to initiate some student research projects with unions and community groups.

- **'cutting-edge research'**

There is no other program or department at SFU working in the area of labour or trade unions. Prior to 2010, the Program was called the Centre for Labour Studies, but university policy changed in that year, making centres strictly research units. We are now the Labour Studies Program and the Morgan Centre for Labour Research. The research program is underway and more research is anticipated with the trade unions; current projects include research on the 'temporary foreign workers program' in BC, recent legislative revisions to BC labour legislation, and the research and writing of the history of BC labour and particular trade unions.

The Morgan Centre for Labour Research, led by our new faculty appointment, is developing plans to initiate research broadly focused on the state of the unions and the changing structure of the labour force in BC.

- **'far-reaching community engagement'**

The membership on our Advisory Committee includes several representatives of trade unions, union federations (BC Federation of Labour and Vancouver and District Labour Council), and community groups (Hari Sharma Foundation), and labour related educational organizations (Labour Heritage Centre [LHC]).

Among other engagements,

- We collaborated in the writing and production of the "Vancouver Labour History Walking Tour" booklet.
- We played a role in the organizing of the Pacific Northwest Labour History Association conference in 2012.
- We are co-sponsoring special lectures (2x per year) with the Hari Sharma Foundation and BC Federation of Labour (The first two lectures took place in September 2015 with Karamat Ali, Executive Director, Pakistan Institute of Labour Education and Research),
- We are also co-sponsoring a lecture series with the Labour Heritage Centre (The first two lectures in November 2015 with Dr. Guy Standing),
- We are one of three sponsors/initiators of the BC Labour History Book Project (LHC, BC Fed, LBST at SFU) to write a 300-page history of BC labour, currently well underway.

- We are co-organizers with a labour law company planned and held a successful two-day conference on temporary migrant labour on 8/9 October 2015 (Endowment funding).
- We sponsored a guest lecture with Dr. Stephen McBride on 13 October, 2015.

5.3 Target audience:

The Labour Studies Program is designed for all students with an interest in labour issues. While the majority of students are in the typical SFU demographic, the Program has attracted current and past employees from the public and private sector unions and some mature students. The Program promises all students a unique perspective on the world and prepares them with a knowledge base, research skills, and conceptual tools applicable to a wide range of occupations.

5.4 Content of Course requirements:

Preliminary draft of program course requirements.

Currently, Labour Studies has 12 courses in the calendar (LBST 101, 230, 301, 306, 307, 308, 309, 310, 311, 313, 328, 330). One course (LBST 101) is offered online, and a second online course (LBST 301W) is in development and will be complete by April 2016.

Labour Studies has a cross-listed course with Geography (offered for the first time in the Spring 2015 semester [LBST/GEOG 328-3 Labour Geographies]), and another with Communication is in discussion. We intend to pursue more cross-listed courses with Sociology and Anthropology; Gender, Sexuality and Women's Studies; History; Economics; and Business Administration. Electives for the LBST Program come from all of these departments.

LBST 230 (Special Topics in Labour Studies) will be used as a bridge between our lower and upper division courses until specific 200-level courses are developed. Topics may include: Introduction to Research Methods for Labour Studies, World Labour History, Development of the Working Classes, Current Labour Concepts and Issues.

Students are expected to meet all the prerequisites for electives. This may affect the timeline for completion of the Major, but with the judicious choice of electives and the addition of more LBST courses, we feel that the structure of the program as outlined is viable (Departmental letters confirming the inclusion of these electives in the LBST FPP and Minor and Major completion appear in Appendix 4, page 23). Some courses not listed, moreover, may qualify as electives, and students may make a written appeal for such consideration.

Labour Studies Major

Bachelor of Arts

Program Requirements

Students complete minimum 120 units, as specified below.

Lower Division Requirements

Students complete a minimum of 18 units, including

LBST 101-3 Introducing Labour Studies

LBST 230-3 Special Topics

plus two of

ECON 102-3 The World Economy

ECON 280-3 Introduction to Labour Economics

GEOG 221-3 Economic Geography

GEOG 241-3 Social Geography

GSWS 102-3 Feminist Action

GSWS 201-3 Colonizing Women

HIST 204-3 The Social History of Canada

HSCI 215-3 Perspectives on Disability and Injury

POL 100-3 or POL 101W-3 Introduction to Politics and Government

POL 223-3 Canadian Political Economy

SA 100W-4 Perspectives on Canadian Society

SA150-4 Introduction to Sociology

plus one of

SA 255-4 Introduction to Social Research

POL 201-3 Research Methods in Political Science

plus one of

SA 257-4 Understanding Quantitative Research in Sociology and Anthropology

STAT 203-3 Introduction to Statistics for the Social Sciences

Upper Division Requirements

Students complete a minimum of 30 units, including

LBST 301W-3 Labour Movements: Contemporary Issues and Images

plus 21 units taken from the following

LBST 306-3 The Political Economy of Labour Markets: Critical and Radical
Approaches

LBST 307-3 Unfree Labour and Modern Slavery

LBST 308-3 The Labour Process

LBST 309-3 Labour and Collective Bargaining

LBST 310-3 Labour and Politics

LBST 311-3 Labour and the Environment
LBST 313-3 Introduction to Canadian Labour Law
LBST/GEOG 328-3 Labour Geographies
LBST 330-3 Selected Topics*

plus 6 units that can be taken from the list of upper division LBST courses or from the following

ECON 325-3 Industrial Organization
ECON 342-3 International Trade
ECON 381-3 Labour Economics
ECON 426W-3 Industrial Organization: Governance and Institutions
ECON 480-3 Seminar in the Economics of Labour Market Policy
GSWS 308-4 Women in the Economy: Paid and Unpaid Labour
GSWS 312-4 Immigration, Women, and Transnational Migration
GSWS 317-4 Bread Riots to Riot Girls: Gender, Resistance and Protest in
Historical Perspective
GSWS 322-4 Feminist Approaches to Research**
HIST 327-4 Canadian Labour and Working Class History
HIST 428-4 Problems in the Social and Economic History of Canada
HIST 463W-4 Resistance, Rebellion, and Revolution in Theory and in Practice
HSCI 404-3 Public Policy and Health Systems
POL 315-4 Quantitative Methods in Political Science**
POL 343-4 Global Political Economy
POL 345-4 The Nation-State and Multinational Corporation
POL 350-4 Public Policy for Women
POL 356-4 The Political Economy of Labour
SA 302W-4 Global Problems and the Culture of Capitalism
SA 304-4 Social Control
SA 321-4 Social Movements
SA 325-4 Political Sociology
SA 351-4 Classical Marxist Thought
SA 355-4 Quantitative Methods**
SA 362-4 Society and the Changing Global Division of Labour

*Students may take more than one offering of LBST 330 Selected Topics courses for credit and towards the major, as long as the topics for each offering are different.

**Completion of GSWS 322, POL 315, or SA 355 is strongly recommended.

Program Declaration

Students with a minimum 2.00 cumulative grade point average (CGPA) apply for program declaration to the Labour Studies Advisor during the term they are completing their final lower division required courses.

5.5 Summary of requirements for graduation:

For all bachelor of arts (BA) programs, students complete 120 units, which includes:

- at least 60 units that must be completed at Simon Fraser University
- at least 45 upper division units, of which at least 30 upper division units must be completed at Simon Fraser University
- at least 65 units (including 21 upper division units) in Faculty of Arts and Social Sciences courses
- satisfaction of the University writing, quantitative, and breadth requirements
- an overall cumulative grade point average (CGPA) and upper division CGPA of at least 2.0, and a program (major, joint major, extended minor, minor) CGPA and upper division CGPA of at least 2.0

Writing, Quantitative, and Breadth Requirements

All students completing an undergraduate degree program must complete a total of 36 units of courses that are designated as meeting writing, quantitative, or breadth requirements with a grade of C- or better.

5.6 Delivery methods:

The existing and newly proposed courses in Labour Studies, as well as elective courses, will be delivered through lectures, seminars, and some online delivery, along with a series of electives in other social science disciplines and the humanities.

5.7 Linkages between the learning outcomes and the curriculum design (including an indication whether a work experience/work place term is required for degree completion):

The Program offers courses in labour law, labour markets, collective bargaining, public and environmental policy, the role and history of unions, the place of labour in global production and distribution chains, the impact of new technology, and research methods (within existing courses). The goal is to provide students with a substantive knowledge in these subjects, but also to introduce them to methods and concepts with practical application to the workplace.

Professional and paraprofessional occupations in law, human resource management, government service, union research/organizing, journalism, social work, teaching, and so on, are all possible career goals for students with a Major in Labour Studies.

Specifically, the learning outcomes include:

- Familiarity with the subjects listed above, including the controversies, concepts, theories, and government policies associated with them,
- Research skills and critical thinking developed in general and in relation to the field of labour studies,

- Practical skills (including negotiation, grievance procedures, arbitration, mediation) and knowledge pertaining to labour law, collective bargaining, union structures (including health and safety regulations, employment standards, the labour code, workers' compensation, unemployment insurance, etc.),
- The implications for workers of new technology,
- Knowledge of the history of the working class and its organizations,
- A critical awareness of the structure of society and its political and economic forms and their relation to working people and unions.

To accomplish these outcomes, we have:

- Designed new courses covering subjects hitherto seldom or not taught at the university,
- Redesigned some existing LBST courses to provide a sequential unfolding of the subject matter in labour studies, and to provide the academic heart of the Program (LBST 101, 201, 301),
- Selected existing courses in other departments as electives to complement LBST courses,
- Hired a team of instructors with demonstrated knowledge and experience in their areas of teaching,
- Opened discussions about workplace experience component to the Program (a co-op program).
- Asked all instructors to tie learning outcomes to their course curriculum with an eye to a conceptual base and practical knowledge for the working world.

At this time there is no workplace experience required for degree completion, but the creation of internships and the development of a co-op program are actively being explored. We are considering an academic stream with a union workplace term before degree completion based on indicated interest of both students and local unions.

5.8 Distinctive characteristics:

The SFU Labour Studies Program will be the **only such program in BC** offering a program of academic courses on labour issues, providing a valuable knowledge base for an array of interesting occupations that require a familiarity with our subjects. The majority of courses offered are directly related to current labour issues, but most of our courses also include elements of labour history and the impact of globalization and technological change. Although there are a few courses pertaining to labour within other SFU departments, they do not constitute a cohesive program of study. They do, however, provide important electives for the existing LBST Minor and Certificate and are included in this document for the proposed Major.

To assist students through the Program, we have a set of substantial financial awards available.

5.9 Anticipated completion time in years or semesters:

Completion of the Major in Labour Studies anticipated within 4 years of full-time study at SFU.

(Although prerequisites for electives may affect the time-line for completion, with careful advising and the addition of more LBST courses, we think the program as outlined can be completed within 4 years. Other courses not listed may qualify as electives, and students can appeal for such consideration.)

5.10 Enrolment plan for the length of the program:

Based on the number of Minors currently in the Program, we anticipate 8-10 Majors per year in the first few years of the Major. By year five of the Major, we will target an annual intake of 10 Majors, with a cumulative number averaging 35-40.

Length of the Major program is based on an estimation of a 120-unit degree requiring 30-40 courses, depending on unit value per course, and on students taking an average of 8-10 courses per calendar year (over 2-3 terms per year).

First year (2-3 terms): In the first year, students pursuing this Major would be expected to complete a number of lower division introductory courses from other departments that would contribute to their WQB requirements, complementing the lower division requirements of the LBST Major (LBST 101/201), and, in the second term, possibly the introductory research methods, statistics and 200 level LBST requirements. (8-10 courses)

Second year (2-3 terms): In the second year, students pursuing this Major would be expected to complete any remaining lower division requirements for it, and be able to declare within this year. They would also be expected to complete the bulk of their WQB requirements (excluding the upper division W), and lower division requirements for minors or other plans they may be pursuing.

Third year (2-3 terms): Students would be encouraged to take the majority of the remaining LBST courses, and balance the rest of their courses between electives for the Major and other upper division electives (or minor requirements, if applicable) (8-10 courses).

Fourth year (2-3 terms): Students would be expected to complete the remaining LBST courses, as well as the rest of the electives for the Major requirements, and any other lower or upper division electives they need to complete their BA requirements (8-10 courses).

5.11 Policies on student evaluation for degree requirements:

Student evaluation already follows the general regulations for SFU and the Faculty of Arts and Social Sciences – all courses and instructors are assessed.

5.12 Policies on faculty appointments (minimum qualifications):

All continuing faculty will hold a PhD or equivalent. Sessional instructors will hold at least an MA or equivalent or have some recognized expertise in the subject to be taught. SFU policy will be followed on this issue.

5.13 Policies on program assessment:

The Labour Studies Program will follow the university policy on this issue. All academic units at SFU are subject to a periodic external review.

5.14 Level of support and recognition from other post-secondary institutions:

There is no other similar program in British Columbia; the SFU Labour Studies Program is unique in the province. In fact, other than Athabasca University in Alberta, there is no similar program west of Winnipeg. Ontario has several labour studies programs.

The most significant other labour studies programs include:

- **Athabasca University** [http://www.athabascau.ca/course/ug_subject/im.php].)
- **Brock University**
[<http://www.brocku.ca/social-sciences/departments-and-centres/labour-studies>],
- **Laurentian University**
[<http://laurentian.ca/program/labour-studies>]
- **McMaster University**
[School of Labour Studies [<http://www.labourstudies.mcmaster.ca/>],
- **Osgood Hall at York University** [http://osgoodepd.ca/specializations/labour-relations-and-employment-law/#Program_Format]
- **University of Manitoba**
[http://umanitoba.ca/faculties/arts/departments/labour_studies/], and
- **York University**
[<http://futurestudents.yorku.ca/program/work-labour-studies>]
- **York University Graduate program**
[Centre for Research on Work and Society],

*** Support from external post-secondary institutions for the proposed Major in Labour Studies: see Appendix 5, page 29.**

In BC secondary schools, there is a well-researched up-to-date component on labour studies in the Social Justice 12 course, which serves well as a base of knowledge for our Program.

Several of the large unions and union federations are very much involved in the Program, with representation on the Advisory Committee. The role of the Advisory Committee as defined in the Labour Studies Constitution *is strictly advisory; it has no executive authority over the Program.*

Membership Of Advisory Committee (2015)

Chair: Jim Sinclair, (*Past President, BC Federation of Labour*)

Dr. Chinmoy Banerjee (*Chair, Hari Sharma Foundation*)

Lynn Bueckert, (*Director of Research, Campaigns, and Communications, BCGEU*)

Dr. George A. Davison (*Secretary-Treasurer, Federation of Post-Secondary Educators of B.C.; President, National Union of the Canadian Association of University Teachers*)

Joey Hartman (*President, Vancouver and District Labour Council*)

Andy Neufeld (*United Food and Commercial Workers, Local 1518*)

Ken Novakowski (*Past President, BCTF, Labour History Centre*)

Tom Sigurdson (*BC/Yukon Building and Construction Trades Council*)

Dr. Gary Teeple (*SFU, Sociology and Anthropology*)

Gale Tyler (*Retired BCTF member*)

5.15 Evidence of student interest, potential employment opportunities, and labour market demand:

The growth of enrolment and the number of Minors in the Program since Spring 2011 (first year of expansion with one additional course) strongly indicates that there is a growing demand for Labour Studies courses. The number of Minors shows a sizeable increase from 5 in 2011 to 61 in fall 2015. Enrolment has grown from 73 in Spring 2011 to 305 in Fall 2015.

(Please see Appendix 1, page 14.)

Student interest: An online survey done towards the end of Spring 2014 received 69 responses out of 205 registered students – about 33%. The answers pointed to considerable interest in a Major and generally in Labour Studies. **(Please see Appendix 2, page 15.)**

Job market:

The Labour Market and Labour Studies in BC

- This LBST Program is unique in the province, and, aside from the program at Athabasca University, it is the only such program west of Manitoba. The fact that there is no other similar program in BC suggests that the graduates from this Program will have a knowledge base and skill set that will set them apart from other graduates in this province and provide them with an advantage in the labour market.
- Graduates of the Program will have a knowledge of (a) the nature of current technology in production/distribution and its implications for the structure and future of work; (b) the rudiments of collective bargaining as outlined in the BC Labour Code and the process of negotiation; (c) the fundamentals of labour law as contained in the Labour Code, Employment Standards Act, workers' compensation (WorkSafe), Human Rights Act, and labour case law; (d) the complex relation between environmental issues, workers and unions; (e) the history, structure, and operation of unions; (f) the political economy of labour markets; (g) the structure of

public policy and its relation to working people; and (h) research skills equal to any social science graduate; among other strengths. Clearly, this program of study provides a great deal by way of practical knowledge and skills that are readily applicable in the current labour market.

- The existence of several longstanding programs in Ontario and Quebec, both as stand alone programs or industrial relations programs attached to other departments, strongly suggests an abiding interest in such a knowledge base, skills, and training, and an enduring employment potential.

Union Interest: We solicited comments from the two main union federations in BC – the BC Federation of Labour and the Vancouver and District Labour Council – on the benefits they saw in creating a Major in the Program. Their comments point to a clear interest in developing such a program for its own sake and as an educational avenue for union members, and to the value for unions of the knowledge and skill that our graduates will possess.

(Please see Appendix 3: “The Labour Market and Labour Studies in BC”, page 19.)

• Summary of resources required and available to implement the program:

The proposed Major can be implemented with the existing facilities, space and equipment. We do not anticipate that establishing the Major will change our expenses or office requirements as currently structured.

Faculty resources include our new full time tenure track appointment, Dr. Kendra Strauss, who began January 2014, sessional instructors, and one limited term lecturer position (2013-2015: *2 courses only per year*). At the current level of course offerings and enrolments, we are managing, but we intend to build an endowment for the purpose of adding another full time appointment.

The current Labour Studies Program has been operating since 2011 with funding from the Morgan bequest. Separate from this, the proposed endowment mentioned above is intended to provide an additional source of funding to the Program. According to the Agreement between Margaret Morgan and SFU, the Program can expect the sum of \$40,000 from the Faculty of Arts and Social Sciences per year, and the Faculty has provided additional financial support over the years.

• Brief description of any program and associated resources that will be reduced or eliminated when the new program is introduced (if applicable);

None.

• **List of faculty members teaching/supervising, what percentage of will be devoted to the program, and their areas of specialization:**

Dr. Kendra Strauss, Assistant Professor, is a full-time instructor for the Program. Her teaching and research is almost 100% devoted to the Program. Because we do not have a graduate degree, Dr. Strauss has undertaken to supervise an MA student in the Department of Sociology and Anthropology, her 'home' department, and be on the committee of a PhD student in the Faculty of Education.

Specialist sessional instructors, all of whom possess an MA or PhD or law degree, provide the core of the Program's teaching.

All the members of the Steering Committee (see below) are Associate Members of the Program, and all are capable of teaching one or more courses in the Program.

Steering Committee Members (SFU faculty)

Dr. Enda Brophy (*School of Communication*)

Dr. John Calvert (*Faculty of Health Sciences*)

Dr. Malcolm Steinberg (*Faculty of Health Sciences*)

Dr. Kendra Strauss (*Labour Studies Program, Department of S&A, Associate Member in Geography*)

Dr. Gary Teeple (*Sociology and Anthropology*)

Dr. Habiba Zaman (*Gender, Sexuality, and Women's Studies*)

• **For a program where the intention is to charge a premium fee, a budget developed in collaboration with the dean of the faculty;**

N/A

• **Related programs in your own or other British Columbia post-secondary institutions.**

There are no other similar programs at SFU or in other BC post-secondary institutions.

6. Name, title, phone number and e-mail address of the institutional contact person in case more information is required.

Dr. Gary Teeple, Professor, Department of Sociology and Anthropology; Director, Labour Studies Program [teeple@sfu.ca] AQ 5064; phone: 778-782-4734.

Jeanne Persoon, Secretary to the Director, AQ 5054; Phone: 778-782-3144,

Sylvia Chow, Manager, 778-782-9452,

Department of Sociology and Anthropology, Labour Studies Program and the Morgan Centre for Labour Research

7. In addition, attach the documentation used for internal approval; alternatively, provide a link to a website where this information is available. Normally, the Senate materials describing the FPP may be used for this purpose and will be provided by the office of the AVPA to the DQAB.

<http://www.labour.sfu.ca/>

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APPENDIX 1: Evidence of student interest and labour market demand

a) Number of Students with Declared Minors from 2011 to Present

(2011 is the first year that the Morgan bequest began to be employed to expand the Program.)

IRP Statistics:

2014/15 (76), 2013/4 (39), 2012/3 (19), 2011/2 (5), 2010/11 (4), 2009/10 (6).

Students active in LBST Minor as per Student Information System:

2016 spring (81), 2015 fall (80), 2015 spring (77), 2014 fall (75)

b) Number of Students Enrolled in LBST Courses 2011 to Present

Labour Studies Program Courses and Enrollment: 2011 - Present

	Number of Courses Offered	Total Number of Students Enrolled
2011 Spring	3	73
2011 Fall	4	100
2012 Spring	5	112
2012 Fall	7	151
2013 Spring	9	148
2013 Summer	1	35
2013 Fall	9	184
2014 Spring	10	205
2014 Summer	3	94
2014 Fall	10	243
2015 Spring	11	262
2015 Summer	6	171
2015 Fall	12	296
2016 Spring	12	239

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APPENDIX 2: Results of student poll (April 2014)

(All students registered in the Spring 2014 LBST courses were asked to complete the poll. At the end of the semester 69 out of 205 students had completed the survey.)

Labour Studies Questionnaire

The Labour Studies Program at SFU is planning to apply to develop a Major in Labour Studies. Part of the application calls for an indication of student demand for a Major. It would be very helpful for this application if you would complete this short survey. Regards, Gary Teeple, Director of the Labour Studies Program.

Q1. How many LBST courses are you currently taking in the Spring 2014 term? (Pull Down Choice)

1	43
2	15
3	7
4	0

Q2. Have you taken other Labour Studies courses prior to this term? (Yes or No)

Yes	31
No	34

Q3. If you have taken LBST courses before this term, how many have you taken? (Pull Down Choice)

1	19
2	3
3	3
4	5
5	5
6	1
7	0
8	0
9	0
10	0

Q4. Would you declare a Major in Labour Studies if it were offered? (Yes or No)

Yes	44
No	21

Q5. Would you take more LBST courses if they were offered? (Yes or No)

Yes	56
No	9

Q6. Have you declared a minor or certificate in Labour Studies? (Yes or No)

Yes	23
No	42

Q7 . If you have not declared a LBST minor or certificate, are you intending to in the future? (Please do not answer if you have already declared) (Yes or No)

Yes 23

No 20

Q8 . Labour Studies courses provide both theoretical and practical information; do you perceive them as helpful for: (Checkboxes)

general knowledge? 55

career purposes? 42

Q9 . Do you have any suggestions for change or growth in the Labour Studies program?

- More courses, more variety, more funding - I would love to see a Labour Studies Major here.
- I am planning to do a major in LBST but there are not much courses were offered for me. Just offer some more upper courses and i will apply to declare a major in LBST.
- I would like to see the Labour Studies program develop courses specifically focused the transformation of women's work under neoliberal restructuring processes. As well, I would like the program to offer a course on labour through television in addition to the labour through film course.
- The labour studies faculty suffers from being relatively unknown as a legitimate course path. I personally didn't take labour studies courses until my 4th year, when I was already declared in my major. I would suggest visiting popular first year courses (econ, sociology, psychology, etc) in order to promote the labour studies program around the time when impressionable youth are making their course selections.
- Even though I checked that I would not declare myself a major if LBST offered a major program, it is only because I am in my last semester of Political Science and would not change my major this late. However, if I were not graduating this semester and LBST offered a major program I would consider switching my major. If there was more exposure about the LBST program 5 years ago I would have DEFINITELY done a minor in LBST rather than completing an Urban Studies Certificate. I only learned about the LBST program a year or two ago and at that point it was too late for me to change and there were not enough courses offered to convince me. But in all honesty, the Political Science dept is going off on a path I really do not enjoy and LBST is a phenomenal program that needs more exposure and courses.
- I'm only 2 courses into my minor in labour so I feel I don't have any suggestion to add. Perhaps offer more of the courses in an on line deliver method, it's easier for a 'mature' student like me. Thanks.
- The courses are seldom at a time that I can take them with working full time. However, other courses, like my sociology minor have more opportunity to receive

courses through the NOW program on evenings or weekends. Only two labour courses have been doable for me. They have accepted some substitution for a Women's Gender History and a Sociology that is not listed on the syllabus. I chose a sociology minor and labour minor and I'm in my 4th year with 20 credits to go.

- The Labour Courses are much higher workload for 3 credits than all of my other courses, including political science and this is curious. It seems to take some of the value away when it is difficult to plough through the reading. Also three exams is excessive. Smaller written assignments plus the term paper would be way more valuable. I have a reasonably high GPA and this recent course is very stressful and I'm not sure I'm going to make it through the last week. I still answered yes to the labour major, but, I'm thinking it may not be doable for me.
- I would take more LBST courses only if they were cross-listed with political science, which is my major. I am close to finishing my degree and I took a LBST course in order to get POL credit.
- More evening Labour studies courses to accommodate those in the workforce.
- Simply put, we need more courses in Labour studies. This type of education is vital to the development of healthy communities. I intend to declare a Labour studies major.
- Current trend is great, please develop major program fast!
- Maybe expand the fields and add practical courses.
- Offer more courses that relates to current labor market and human resource. It is essential to open for Major since it is more practical to apply labor studies in the future career.
- Have Efe Peker teach Labour Studies classes because he's great.
- Please offer them at HC like other depts.
- To be honest, I didn't even know what LBST really was until this semester. I've been involved in nearly every aspect of student engagement and programming on campus but I had no idea what labour studies entailed. I strongly believe labour studies should be a major. I think I've acquired more practical knowledge in the two LBST courses I took this semester than in any other courses throughout my degree. The program needs to be advertised more, though. The average student doesn't know how useful these courses are. Criminology markets their various fields of expertise (forensics, law, etc) and that's how they get students interested. LBST needs similar outreach.
- Relate more course content to current events in the media.

- More classes offered during semesters.
- Maybe offer more LBST courses in Summer term. Also more topics that related to LBST.
- Some courses seem to repeat the content, specially lower division ones but overall I've encountered great professors: Dale McCartney, Efe Pecker, and Kendra Strauss being the main ones.
- Co-op program, if not already offered - Maintain the small class sizes - Continue to have Baugh and Walker teach.
- Labour studies are great programs. SFU should offer more LBST classes.
- More courses.
- I never knew these course ever existed; in fact, I didn't even know what I took up until now. The only course that I ever took was LBST301, and the instructor makes it extremely interesting with the topics. I was always engaged during lecture because it relates to me.
- Labor study is a new study area for all students, it is an interesting course. especially combine different area of studies, such as history background and labor issues, the development of trade unions in vinous countries. personally, highly recommend to open this labor study major to students.
- Only taking one course so can not make a judgment of entire program. Dale is a good dude.
- Its a very interesting program, one that has not received enough attention.
- I was just declare minor in LBST this semester. And both of the advisor and professor are nice and helpful in the class or out of the class. I'd like to hear LBST is going to developed. Hope there will be more interesting course open for students:) Also, there is one more change I'd like to see is that if the LBST's course credit can be raised from 3 to 4 for students xp
- A major program would be very enjoyable.
- Lower grading scale.

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APPENDIX 3: “The Labour Market and Labour Studies in BC”

❖ Potential Employers and Labour Market Demand

Graduates from this Labour Studies Program will have an excellent preparation for many existing *para-professional* jobs in the labour market. With further training or education, their foundation in Labour Studies will also open a wide number of *professional* occupations to them.

For a program in the social sciences, the Labour Studies Program provides a solid foundation in knowledge that is practical, theoretically current, and eminently applicable to a large number of occupational opportunities. The graduates will be prepared for employment in both the private and the public sectors, in a wide variety of possible occupations that require the kind of knowledge and skills that they will have. Some of the many possible jobs are listed below.

➤ Public service careers: British Columbia (and Federal)

- **Agencies, Boards, Commissions:**
 - Labour Relations Boards
 - Grievance Settlement tribunals/boards
 - Human Rights and Equity Commissions
 - Workplace safety tribunals/boards
 - Researcher/report writer
- **Employment Standards:**
 - Information officer
 - Regulatory enforcement
 - Investigation/complaint resolution
- **Labour Relations:**
 - Human Resource Management
 - Harassment policy officers
 - Grievance, mediation, arbitration boards
 - Labour Code, Employment Standards, Workers' Compensation, Employment Insurance
 - Dispute Resolution Specialist
- **Health and Safety:**
 - Company/union committees
 - Inspection
 - Enforcement/compliance
 - Complaint investigation/resolution
- **Social Service Work**
 - Youth specialist
 - Worker recovery

- Community Support Worker
- Health Advocacy
- Labour/Occupational Policy Research

➤ **Private sector**

- Management Positions:
 - Employee Relations (HRM)
 - Harassment/Human Rights
 - Labour Relations Manager
 - Project Manager
- Lawyer/Labour Law (Paralegal assistants, or with law degree, lawyer)
- Community and Advocacy Groups
 - Labour/Employee Relations
 - Organizer
 - Researcher/Writer/Public Relations
- Media/Journalism
 - Reporter, editor, HR manager
- Trade Union Positions
 - Research – on government policies, trade agreements, trends, for negotiations, etc.
 - Public/Media Relations – information officer
 - Journalist/writer
 - Staff positions: business representative, shop stewards, negotiators, grievance/arbitration officer, peer guidance, manager
 - Continuing Education
 - Organizer

❖ **Survey of Labour Market Projections**

- According to the BC 2022 Labour Market Outlook, there will be about 1 million 'job openings' by 2022 due to 'retirements and economic growth.' By 2019, the demand is projected to outstrip the supply, and by 2022 about 75% of projected job openings will require some post-secondary education (6-8). Such a general projection presents a likely positive future for graduates of the LBST Program given that they will have some very practical knowledge and skills making them excellent candidates for many of these jobs.
- Among the jobs listed in the 'Top 60' in BC, there are groupings of occupations that are obvious possible jobs for our graduates: Administration Officers (NOC 1221), Human Resource Professionals (NOC 1121), Social and Community Service Workers (NOC 4212), Construction Manager (NOC 0711), Executive Assistant (NOC 1222), Senior

Managers in construction, transportation, production and utilities (NOC 0016), among others.

- All of these job categories are projected to have job openings in the many thousands up to 2022, and all are deemed to require at minimum a post-secondary education.

[\[https://www.workbc.ca/Statistics/Labour-Market/Translated-Labour-Market-Outlook.aspx\]](https://www.workbc.ca/Statistics/Labour-Market/Translated-Labour-Market-Outlook.aspx)

Here are some examples of 'projected job openings' that would be pertinent to graduates of the Labour Studies Program. These are categories that group a number of different occupations, many of which could be filled by LBST graduates.

1. Human Resources professional (NOC 1121)

Projected job openings in BC (2022): 9,200

[<https://www.workbc.ca/Job-Seekers/Career-Profiles/1121#section-outlook>]

Job openings according to Employment and Social Development Canada:
2019: 11,175; 2020: 10,533; 2021: 10,750; 2022: 10,737

2. Management positions

A. Managers in construction and transportation (NOC 0711)

Projected job openings in BC (2022): 15,300

[<https://www.workbc.ca/Job-Seekers/Career-Profiles/0711#section-outlook>]

- Job openings according to Employment and Social Development Canada:
2019: 8,903; 2020: 8,484; 2021: 8,642; 2022: 8,792

B. Senior manager – construction, transportation, production and utilities (NOC 0016)

Projected job openings in BC (2022): 15,000

[<https://www.workbc.ca/Job-Seekers/Career-Profiles/0016#section-outlook>]

- Job openings according to Employment and Social Development Canada:
2019: 3,684; 2020: 3,538; 2021: 3,639; 2022: 3,541

3. Lawyers and Quebec Notaries (NOC 4112)

Projected job openings in BC (2022): 5,200

[<https://www.workbc.ca/Job-Seekers/Career-Profiles/4112#section-outlook>]

- Job openings according to Employment and Social Development Canada:
2019: 2,762; 2020: 2,571; 2021: 2,712; 2022: 2,773

4. Social and community service worker (NOC 4212)

Projected job openings in BC (2022): 23,700

[<https://www.workbc.ca/job-Seekers/Career-Profiles/4212#section-outlook>]

- Job openings according to Employment and Social Development Canada:
2019: 17,042; 2020: 16,352; 2021: 16,838; 2022: 17,220

Other:

Public Administration

[<https://www.workbc.ca/job-Seekers/Industry-Profiles/16#section-outlook>]

(Note from WorkBC.ca “This industry is highly unionized, with almost two-thirds of workers being members of a union.”)

Projected labour demand for **2017: 108, 200; for 2022: 115, 000**

Ten year total demand increase: 12,600

(*Note the numbers for public administration are presented differently from those in the “Top Occupations” list because it is considered an “industry” in this profile, as opposed to a “career”).

Trade Union Administration

There are no statistics for job openings in trade unions, but clearly there will be many possibilities over the next few years. All the large unions have sizeable numbers of staff members in areas of research, media, education, administration, and organizing. Labour Studies graduates will be well prepared with a broad knowledge of labour issues and set of skills to undertake these jobs.

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APPENDIX 4: Departmental Letters of Agreement for Listing Course Electives

1. Department of Economics

Dear Dr. Teeple,

I've consulted with the department chair and with the instructors of the courses that you are proposing to include in the Labour Studies Program, and there are no objections.

As far as the Econ department is concerned, we're therefore happy to agree to your listing the following courses in the calendar as electives for the Labour Studies Major:

Lower division:

ECON 102-3 The World Economy
ECON 280-3 Introduction to Labour Economics

Upper division:

ECON 325-3 Industrial Organization
ECON 342-3 International Trade
ECON 381-3 Labor Economics
ECON 426W-3 Industrial Organization: Governance and Institutions
ECON 427W-3 Industrial Organization: Law and Economics
ECON 480-3

Let me know if you need any further assistance with this matter.

Best,

Anke

Anke Kessler
Undergraduate Chair,
Dept of Economics, Office WMX 3689
Simon Fraser University
Burnaby, BC, V5A 1S6
tel: +1-778-782-3443
fax: +1-778-782-5944

<http://www.sfu.ca/~akessler/>

2. Department of Geography

Gary:

Good to see this new initiative. Congratulations! My department would be pleased to have GEOG 221 and 241 included in the roster of possible electives for the new Major.

Best wishes, Ivor

3. Department of Political Science

Lauren, Gary,

I have consulted with my chair and we are happy with your proposal. For 400 level please consider adding pol 455 state and markets, Best, alexander moens

--

Dr. Alexander Moens
Professor
Department of Political Science
Simon Fraser University
Burnaby, BC, Canada
V5A1S6
Phone: 778-782-4361
Home Office Phone: 604-858-0917
Email: moens@sfu.ca
www.alexandermoens.com and <http://www.sfu.ca/~moens/>

Note: We considered adding POL 455 but decided not to include it because the number of prerequisites make it an unlikely option for LBST students

4. Department of Sociology and Anthropology



FACULTY OF ARTS AND SOCIAL SCIENCES
Department of Sociology and Anthropology

8888 University Drive, Burnaby, BC
Canada V5A 1S6

TEL 778.782.3146
FAX 778.782.5799

saoffice@sfu.ca
www.socand.sfu.ca/

6 August 2014

Gary Teeple
Professor of Sociology
Director, Labour Studies Program
Simon Fraser University

Dear Dr. Teeple,

I would be pleased to have SA 100W-4, SA 150-4, SA 304-4, SA 321-4, SA 325-4, SA 351-4, and SA 362-4 listed as possible electives for students who will in the future pursue a Labour Studies Major.

Sincerely,

A handwritten signature in black ink, appearing to read 'Noel Dyck'.

Noel Dyck
Professor of Social Anthropology
Chair, Undergraduate Curriculum Committee, Sociology and Anthropology

5. Department of History

Dear Prof. Teeple,

Thank you for your letter of 29 July. History supports your listing our courses as electives for the Labour Studies Major.

I should advise that HIST 412W-4 Marxism and the Writing of History is slated for deletion, to be replaced by the newly proposed HIST 463W-4 Resistance, Rebellion, and Revolution in Theory and in Practice. The new HIST 463W will sometimes, but not always, have topics relevant to your major (it will, for example, house the old Marxism course). As we have other generic-title courses that might potentially have substantial components related to this history of labour, you might consider including a clause in the calendar language allowing for "other HIST courses with appropriate content" to count at the advisor's discretion.

With best wishes,
Luke Clossey
Undergrad chair
SFU History

6. Faculty of Health Sciences

Gary,

As chair of the Faculty of Health Sciences Undergraduate Studies Committee, I would like to propose on behalf of our faculty that the new Labour Studies Major program include, among its electives listed in the Calendar, the following courses from our Faculty:

HSCI 215-3 Perspectives on Disability and Injury
HSCI 304-3 Perspectives on Environmental Health
HSCI 305-3 The Canadian Health System
HSCI 404-3 Public Policy and Health Systems
HSCI 407-3 International Trade Agreements and Health Policy
HSCI 483-3 Senior Seminar in Environmental Health

Mark S. Lechner,
Undergraduate Chair,
Faculty of Health Sciences

--

Mark S. Lechner, Ph.D.
Senior Lecturer
Director, Undergraduate Programs
Faculty of Health Sciences
Simon Fraser University
Blusson Hall 11714
8888 University Dr.
Burnaby, BC V5A 1S6
tel.778-782-8733
fax.778-782-5927
www.fhs.sfu.ca

7. Department of Gender, Sexuality and Women's Studies

From: "Jennifer Marchbank" <jmarchba@sfu.ca>
To: "Lauren Kresowaty, Advisor" <lbstadv@sfu.ca>
Cc: "GSWS Manager" <gswsmgr@sfu.ca>, "Chair Gender, Sexuality, and Women's Studies Department" <gswschr@sfu.ca>
Sent: Saturday, August 2, 2014 8:31:24 PM
Subject: Re: Labour Studies electives in GSWS

Dear Lauren

The Dept of Gender, Sexuality and Women's studies approves the addition of the following courses from our Dept to the Major in Labour Studies:

Lower division:

- GSWS 102-3 Feminist Action
- GSWS 201-3 Colonizing Women

Upper division:

- GSWS 308-4 Women in the Economy: Paid and Unpaid Labour
- GSWS 312-4 Immigration, Women, and Transnational Migration
- GSWS 317-4 Bread Riots to Riot Grrls: Gender, Resistance and Protest in Historical Perspective

Jen Marchbank
Undergraduate Curriculum Chair

Hi Lauren

You may not be finding it as that is not the correct title. GSWS322 Feminist Approaches to Research is the correct title. I have consulted with our Dept Chair and we approve the addition of GSWS322 Feminist Approaches to Research to the FPP for Labour Studies.

Jen Marchbank

----- Original Message -----

From: "Lauren Kresowaty, Advisor" <lbstadv@sfu.ca>
To: "jmarchba" <jmarchba@sfu.ca>
Cc: "Gary Teeple" <teeple@sfu.ca>
Sent: Wednesday, 3 February, 2016 11:30:06
Subject: GSWS 322: request for inclusion in Labour Studies major FPP

Dear Dr. Marchbank

In our final submission of the FPP for Labour Studies, we have added "GSWS 322 Feminist Research Methods" to our list of recommended elective courses for students in the Labour Studies major. It does not appear, however, in the list of courses that you approved in August 2014 . I believe that this is our omission, but we would like to ask if you could approve GSWS 322 for inclusion on this very short notice . If this is too short notice, we understand, and we will take that course out of the FPP (hopefully adding it in later if approved). If the inclusion is a minor matter for you then we will keep it in and submit the FPP as is.

Thank you very much for your attention to this matter.

Regards,

Lauren Kresowaty
on behalf of
Gary Teeple, Director, Labour Studies

Lauren Kresowaty
Undergraduate Student Advisor
Department of Sociology & Anthropology
and Labour Studies Program
Simon Fraser University
AQ 5054.1, 8888 University Drive
Burnaby, BC V5A 1S6

APPENDIX 5: Support from external post-secondary institutions for the proposed Major in Labour Studies

**Dr. Ingo Schmidt, Academic Coordinator, Labour Studies, Athabasca University, 1 University Drive, Athabasca, AB, T9S 3A3, Canada, 1-866-916-8648, ingos@athabascau.ca
<http://www.athabascau.ca/labourstudies/index.php>**

Gary Teeple, Director, Labour Studies
Simon Fraser University

Dear Gary,

I'm delighted to hear that the Labour Studies Program at SFU is moving towards offering a Major. A Major in Labour Studies, and your program more generally, are closing a gap in the academic offerings in BC, particularly since the once thriving Labour Studies Program at Capilano University has been shut down. Providing knowledge about the economic, social, and legal conditions under which workers are looking for, and performing work has become ever more important in light of the fast changes the worlds of work are seeing for the last couple of decades and probably well into the future. It is a pre-condition for workers and their representatives to have a voice in the restructuring of workplaces, work, and communities.

Beyond filling a blank spot on the academic map of Western Canada, I'm enthusiastic about the prospect of working with you and your colleagues as the brick-and-mortar courses SFU is offering nicely complements the AU's distance education courses in Labour Studies and related fields.

Let me congratulate you to all the work you put into building the Labour Studies Program at SFU in the past and let me wish you good luck with these efforts in the future.

Yours truly,
Ingo Schmidt



Faculty of Social Sciences
Centre for Labour Studies

Niagara Region
500 Glenridge Ave.
St. Catharines, ON
L2S 3A1 Canada
T 905 688 5550 x3425
F 905 641 5076

brocku.ca

June 22, 2015

Dear Professor Teeple:

I have reviewed the proposal for a new BA in Labour Studies at SFU and am writing to let you know that I fully support this initiative. The design of the proposed program is impressive, both in terms of its breadth and depth. It is also clear that there exists real student demand for such a degree option at SFU.

Congratulations on putting together such an excellent proposal. Your hard work and dedication to building Labour Studies is to be commended.

Sincerely,

Dr. Larry Savage
Director and Associate Professor
Centre for Labour Studies
Brock University



Labour Studies Program

Master Building
University of Manitoba
Winnipeg, Manitoba
Canada R6V 2N2
Telephone: (204) 774-8356
Fax: (204) 779-7869
Email: labour_studies@umanitoba.ca

23 June 2015

**Dr. Gary Teeple, Director
Labour Studies Program
Simon Fraser University
8888 University Drive
Brunswick, B.C., V5A 1S6**

Dear Dr. Teeple:

It is my pleasure to write in support of the Labour Studies Program's proposal to offer a Major in Labour Studies. I have read the proposal with interest and found it to reflect all the qualities that have made our own Labour Studies Program at the University of Manitoba so successful.

Labour Studies programs like yours address timely and important topics not covered by other academic units in ways that help students make sense of their experiences at work and in the world. They are comprehensively interdisciplinary and maintain dynamic interactions with other academic units and with the wider community. They ground rigorous academic study with real-world applications and help prepare students for careers in the field. Indeed, our own Advanced Major degree in Labour Studies is regarded by a number of employers as the "gold standard" of qualifications for jobs in the field. I am confident that your proposed program, which outlines a similar curriculum and also emphasizes its supportive relationship with the local labour community, will enjoy similar success.

Your proposed Major degree will fill a huge gap in the educational opportunities for students. There are currently no Labour Studies Programs west of Manitoba. The inauguration of your Major program in fall 2016 will provide a much-needed opportunity for the politically engaged and socially committed students who seek degrees in Labour Studies. I look forward to the start of your new program!

Sincerely,

A handwritten signature in black ink, appearing to read "Julie Guard".

**Julie Guard
Coordinator, Labour Studies
Associate Professor, History and Labour Studies**



SCHOOL OF LABOUR STUDIES

Kenneth Taylor Hall Rm. 717
1280 Main Street West
Hamilton, Ontario, Canada
L8S 4M4

Phone 905.526.9140
Ext. 24692
Fax 905.528.1226
<http://soes.srv.mcmaster.ca/labourstudies>

August 17, 2015

Dr. Gary Teeple
Department of Sociology and Anthropology
Director, Labour Studies Program
Simon Fraser University
AQ 5064, 8888 University Drive
Burnaby, British Columbia V5A 1S6

Dear Professor Teeple:

I am writing in very strong and enthusiastic support of your proposed "Major in Labour Studies" within the Faculty of Arts and Social Sciences at Simon Fraser University. As the current Director of the School of Labour Studies at McMaster University, I am very pleased to see this initiative as it will add greatly to the profile of labour studies not only in British Columbia but across Canada as a whole. Indeed, the proposal for a Major in Labour Studies at Simon Fraser parallels developments here at McMaster. We began with a trade union certificate program (1973) and over the years have introduced a BA program (1981), a BA Honours program (1988), an MA program (1999), and our proposal for a PhD in Labour Studies has just recently been approved by the Ontario Government. We will be admitting students for September 2016.

As a member of the Labour Studies faculty here at McMaster University for over 30 years, I have been mindful of the birth and evolution of the Labour Studies Program at Simon Fraser University. As with our program, it began with a close connection with the local and provincial labour movements - a connection of great importance both to the labour movement and to the educational institutions to which such programs are attached. This is the case in that rank and file workers and their union representatives gain access to advanced forms of education and the educational institutions are enriched by the presence and participation of individuals who might otherwise not have such opportunities. From all accounts, the Labour Studies Program at Simon Fraser University has proven to be a success in meeting its goals of developing and delivering a diversified and high quality menu of courses to this ever-changing and demanding population

We believe that the proposed Major in Labour Studies promises to make a vital contribution to the growth of labour studies in Canada. As the only such program west of Manitoba, I am certain that it will draw interest not only from local students



Professor Gary Teeple re: Major in Labour Studies


2

but from wider afield as well. And, importantly, for our purposes we believe that such a program will serve our graduate programs well in that we think that our MA and PhD programs will be of interest to students graduating from your program. Indeed, we would greet students from your program as they would be well-versed in subjects and issues central to our concerns.

In sum, we welcome and support your proposal. We think that it will fill a major need for students in western Canada who want to study in this area. And, as I noted, we also think that such a program will ultimately serve us well in the form of students who want to continue with graduate studies. It reflects the growing interest in labour studies across Canada. It is an innovative and exciting program that will hugely benefit both the university and the students who enroll in it.

If you have any questions about any of the above, please do not hesitate to contact me.

Sincerely,



Robert Storey, PhD
Director, School of Labour Studies

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Approval Process

NOI approved by LBST Steering Committee: Date: 14 April 2014 (by email)

NOI approved by FASSCC: Date: 16 October 2014

NOI approved by SCUP: Date: 3 December 2014

FPP approved by LBST Steering Committee: Date: 13 March 2015

FPP approved by LBST Advisory Committee: Date: 26 March 2015

FPP approved by FASSCC: Date: 11 February 2016

FPP approved by SCUS: Date: 3 March 2016

FPP approved by SCUP: Date: 20 April 2016

FPP approved by Senate: Date:

FPP approved by BOG: Date:

* * *