

## Labor and Industrial Relations—LIR

**827 High Performance Work Systems**  
Spring. 3(3-0) P:M: (LIR 823) R: Open to graduate students in Labor Relations and Human Resources or Labor Relations and Human Resources-Urban Studies, or Social Science Industrial Relations and Human Resources or approval of department.

How work innovations relate to employee empowerment initiatives, organizational processes and performance. Innovations from the perspectives of human resource management, socio-technical systems and labor-management relations. American and international applications.

**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.

Information requirements for human resource decisions. Methods of appraising software. Role of human resource specialists in database development and operation.

**832 Data Sources in Labor and Industrial Relations**  
Fall, Spring. 3(3-0) R: 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.

**854 Comparative Industrial Relations and Human Resources Systems**  
Spring. 3(3-0) P:M: (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.

Analysis of human resource practices and labor relations in different nations. Comparison of industrialized market economies and workplace practices. Analysis of selected current comparative human resource and industrial relations problems.

**855 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

Industrial relations in American union and management collective bargaining. Compensation issues. Grievance concepts and arbitration. Dispute resolution.

**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.

Legal framework for contract negotiations and administration. National Labor Relations Act as amended. Right to organize and undertake concerted activity. Strikes and lockouts. Unfair labor practices.

**865 Arbitration and Alternate Dispute Resolution**  
Spring. 3(3-0) RB: (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(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.

**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.

**990 Independent Study in Labor Relations and Human Resources**  
Fall, Spring, Summer. 1 to 6 credits. A student may earn a maximum of 6 credits in all enrollments for this course. RB: 15 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 for doctoral students.

**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: (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 Employment Relations Theory and Research**  
Fall 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 LA

### Department of Geography College of Social Science

**200 Introduction to Landscape Architecture**  
Fall. 3(3-0)  
Environmental issues and problem-solving strategies within landscape architecture.

**220 Graphic Communication**  
Fall. 4(2-4) R: Open only to majors in Landscape Architecture or Urban and Regional Planning or Horticulture.

Fundamentals of graphics including freehand and technical drafting, lettering, sketching, perspective drawing, and delineation and rendering. Principles of design and field drawing techniques. Also introduced: plan, section, elevation and basic symbols, references, methods of presentation and graphic reproduction.

**240 Applied Design Fundamentals**  
Spring. 4(2-4) RB: (LA 220) or approval of department. R: Open only to majors in Landscape Architecture or Horticulture or Crop and Soil Sciences or Urban and Regional Planning.

Application of the principles and theory of design in advanced two- and three-dimensional representation.

**270 Landscape Design History**  
Spring. 3(3-0)  
History of landscape architecture. Landscape development styles, design forms, and organization.

**311 Landscape Design and Management Specifications**  
Spring. 4(3-2) Interdepartmental with Horticulture. Administered by Department of Horticulture. P: (HRT 211 and HRT 212 or concurrently)

Landscape design techniques, spatial organization, plant selection, plant and site interaction. Relationship between design, construction and maintenance. Preparation of planting and maintenance specifications.

- 330 Site Construction: Materials and Methods**  
Fall. 4(2-4) RB: (LA 220) R: Open only to majors in Landscape Architecture, Horticulture or Crop and Soil Sciences or Park, Recreation and Tourism Resources.  
Elements and principles of grading, drainage, construction materials and methods.
- 331 Site Engineering**  
Spring. 4(2-4) RB: (LA 330) R: Open only to majors in Landscape Architecture or Horticulture.  
Principles and procedures for landscape engineering of site structures and systems such as road alignment, storm and subsurface drainage. Site utilities.
- 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: (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 and 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 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.
- 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 and 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: 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.
- 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: 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 design 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 design 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 design 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 design degree. R: Open only to graduate students in Environmental Design.  
Preparation and completion of an independent research thesis.