

## Labor and Human Resource Management Program at Rutgers 罗格斯大学劳动与人力资源管理学院

### Program Introduction 项目简介

The Summer Institute in Labor and Human Resource Management is a two-week academic and cultural immersion program for students in China, hosted by the School of Management and Labor Relations (SMLR) at Rutgers University. This program introduces students to the evolving world of work through expert-led seminars, industry-focused discussions, and cultural enrichment activities. Participants attend lectures given by professors in Human Resource Management (HRM) and Labor Studies and Employment Relations (LSER), and have the opportunity to improve their English fluency in a business and academic context. Through campus immersion and local excursions, students also experience college life in the U.S. and gain a deeper understanding of American culture and society.

本夏季劳动关系与人力资源管理学院项目是一个为期两周的学术与文化沉浸式项目，由罗格斯大学劳动与人力资源管理学院（SMLR）承办，专为来自中国大学的学生设立。项目通过专家主导的研讨会、行业专题讲座及文化活动，为学生展示不断变化的劳动世界。学生将聆听来自人力资源管理（HRM）与劳动研究及雇佣关系（LSER）领域教授的讲座，并在商务与学术语境中提升英语能力。通过校园沉浸与本地出游，学生可深度体验美国大学生活与文化社会。

### Academic Lectures and Seminars (45%) 学术讲座与研讨会 (45%)

Led by SMLR faculty, the academic portion of the program provides insights into current challenges and innovations in the workplace, including strategic HR, employee ownership, and labor relations.

由罗格斯大学SMLR学院教师授课，学术模块聚焦于职场中的当代挑战与创新议题，包括战略人力资源、员工持股、劳动关系等。

Students will: 学生将会:

- Explore the relationship between HR strategy and business success  
探讨人力资源战略与企业成功的关系
- Examine emerging global trends in employment and leadership  
分析全球就业与领导力趋势
- Study real-world applications such as employee stock ownership plans (ESOPs) and HR analytics  
学习实际案例，如员工持股计划 (ESOPs), 人力资源分析
- Participate in interactive courses, including Negotiation and Strategic Organizational Culture  
参与互动式课程，如谈判、战略组织文化
- Engage in discussions with professors and peers on global labor issues  
与教授及同学讨论全球劳动议题

Highlighted topics include: 重点议题包括:

- Theoretical Perspectives of Employment Relations 雇佣关系的理论视角
- HR Analytics 人力资源分析
- Employee Ownership and Profit Sharing 员工持股与利润分享

- Positive Leadership 积极领导力
- Strategic HR and Organizational Culture 战略人力资源与组织文化
- The Future of Work 未来的职场

### **English & Communication Skills (15%) 英语与沟通技能 (25%)**

To support academic success, students attend English lectures throughout the program. These sessions help students:

为支持学术成功，学生将全程参与英语课程。这些课程将帮助学生：

- Develop academic and professional vocabulary  
扩展学术及专业词汇
- Practice presentation and negotiation skills  
练习演讲与谈判技能
- Improve cross-cultural communication  
提升跨文化沟通能力
- Prepare for the final group presentation at the closing ceremony  
准备项目结束时的小组展示

### **Business Visits (20%) 公司实践观察 (15%)**

Students will observe how HR and labor relations concepts are applied in real-world settings. This offers valuable insight into professional practices, workplace culture, and career opportunities in the field. Students will learn from HR professionals about their roles and experiences and gain exposure to potential career paths in HR and labor relations. This bridges academic learning with practical application to give students a clearer understanding of the global workplace.

学生将走进真实职场场景，观察人力资源与劳动关系理论在实践中的应用。通过与HR专业人士对话，了解职业职责与发展路径，增进对全球职场的理解

### **Culture Activities and Field Trips (20%) 文化活动与实地考察 (15%)**

Students will also be immersed in the local culture through activities and excursions to enrich their time in the United States. Extracurricular activities include visits to the elite university Princeton University, train to NYC and Philadelphia, campus golf, and movie night. Students will also visit museums on campus and participate in a panel with local Rutgers University students.

学生还将通过各种活动和远足融入当地文化，丰富他们在美国的生活。课外活动包括参观名校普林斯顿大学、乘火车前往纽约市和费城、校园高尔夫和电影之夜。学生还将参观校园内的博物馆，并参与与罗格斯大学当地学生的小组讨论。

### **Campus Immersion: 校园沉浸体验**

Our visiting students will be accommodated at Livingston C Apartment (single/double room)  
学生将入住Livingston C公寓（单人间或双人间）

### **Program Cost Overview**

The per-person program fee for a minimum of 10 students is \$3650 USD. Please note that the program is subject to cancellation if the minimum enrollment of 10 students is not met.

- What the Program Fee Includes: The fee covers all the listed academic

lectures/talks, industry site visits, accommodation, partial meals (including welcome and farewell meals, plus an additional meal voucher of \$200 per student), airport transportation, and on-campus activities organized for the group.

- What is Not Included: Participants are responsible for arranging and covering the cost of:
  - International airfare to and from the United States.
  - Visa application fees (if needed).
  - International travel insurance.
  - Uncovered meals and personal incidental expenses.

**Questions: Dr. Mark Ge, Assistant Director of Global Initiatives, [training@global.rutgers.edu](mailto:training@global.rutgers.edu)**

**Sample Schedule: July-August, 2025**  
**课程表样本：2025年7月至8月**

| Sun                         | Mon  | Tue  | Wed  | Thu   | Fri   | Sat   |
|-----------------------------|--|--|--|---|---|---|
| <b>Day 0</b><br>Arrivals    | <b>Day 1</b><br>9:30am – 10am<br>Opening Orientation<br><br>10am – 12pm<br>Lecture: Theoretical perspectives of employment relations<br>Prof. Mingwei Liu<br><br>2pm-4pm<br>Business English<br>Classroom: Til 209 | <b>Day 2</b><br>10am- 12pm<br>Global Capital and Currency Markets<br>Prof. Parul Jain<br>Classroom: RBS Building<br><br>2pm – 4pm<br>Lecture: AI and Future of Work<br>Prof. Sijian Wang | <b>Day 3</b><br>10:00 am – 12:00 pm<br><br>Visit Princeton University<br><br>2pm – 4pm<br>Lecture: HR Analytics<br>Prof. Xiangmin Liu<br><br>5pm - 6pm<br>Golf Session<br>Address: 777 Hoes Ln W, Piscataway | <b>Day 4</b><br>10am- 12:00pm<br>Lecture: Designing a strategic organizational culture<br>Prof. David K.<br><br>2pm – 4pm<br>Business English<br>Classroom: Til 209     | <b>Day 5</b><br>10am – 12pm<br>Lecture: Emerging Trends of Work and Organization<br>Speaker: Prof. Mingwei Liu<br><br>2pm – 4pm<br>Business English<br>Classroom: Til 103 C                         | <b>Day 6</b><br>Tour in Philadelphia              |
| <b>Day 7</b><br>Tour in NYC | <b>Day 8</b><br>10am – 12pm<br>Lecture: Employee Ownership and Profit Sharing<br>Prof. Joseph Blasi<br><br>2pm – 4pm<br>Business English<br>Classroom: Til 209   | <b>Day 9</b><br>10am- 12pm<br>Lecture: Positive Leadership<br>Prof. Tracy Chang<br><br>2pm – 4pm<br>Business English<br>Classroom: Til 209<br><br>7:30-9:30pm<br>Movie @ RU-Cinema       | <b>Day 10</b><br>10am - 12pm<br>SMLR Faculty and Student Panel<br><br>2pm – 4pm<br>Lecture:<br>Negotiation<br>Prof. William Dwyer  | <b>Day 11</b><br>10am – 12pm<br>Visit Amazon New Jersey Center<br><br>2pm – 4pm<br>Lecture: Minimum wage and impacts on employment and well-being<br>Prof. Yana Rodgers | <b>Day 12</b><br>10am –12pm<br>Lecture: Managing the Future of Work<br>Prof. William Castellano<br><br>2pm – 4:30pm<br>Presentation<br><br>4:30-5:00pm<br>Closing ceremony and certificate awarding | <b>Day 13</b><br>Check out<br><br>Airport Dropoff |