

Course	HRDV 5710 Diversity In The Workplace
Term	Fall 2, 2009
Instructor	Name: Sandra J. Campbell, MSM Telephone: 816.525.7505; cell 816.260.0749 Email: sandarac@webster.edu ; scamp14469@aol.com
Catalog Description	This course provides the student with foundational information concerning our multicultural society. Students explore the importance of learning to understand cultural similarities and differences and how this information relates to the workplace. The major subcultures are investigated in a workshop format. The second half of this course provides a specific investigation of social issues that are of current importance to the workplace
Prerequisites	None
Course Level Learning Outcomes	Students will <ul style="list-style-type: none"> • apply theoretical perspectives to analyzing issues of age, ethnicity, gender, language, disability, education level, family composition, tenure with the organization, military experience, previous work experiences and religious diversity in the workplace • use census and survey data to identify beliefs and future trends impacting responsible diversity management for employers, employees and clients/customers • apply legislation and case law to analyze employer responsibilities for workforce operations, policies and procedures • synthesize information and concepts to effectively respond to a variety of workforce questions and issues that are routinely faced by Human Resources staff • demonstrate knowledge and skills in effective training, communication and planning strategies that can facilitate appropriate improvements in diversity management
Materials	Text R. Roosevelt Thomas, Douglas M. McCracken & Alden M. Hayashi. <i>Harvard Business Review on Managing Diversity</i> . Mass: Harvard Business School Press. ISBN 1-57851-700-1 (MD)

	<p>Additional readings are assigned on a weekly basis and discussed in class.</p> <p>The book may be obtained through MBS Direct Books at 1-800-325-3252 or www.mbsdiret.net.</p>
<p>Grading</p>	<p>Course Requirements:</p> <ol style="list-style-type: none"> 1. Personal Reflection Paper 25% 2. Oral Presentation 25% 3. Final Paper 40% 4. Student attendance and participation 10% <p>The GRADUATE catalog provides these guidelines and grading options:</p> <ul style="list-style-type: none"> • A/A- Superior graduate work • B+/B/B- Satisfactory graduate work • C Work that is barely adequate as graduate-level performance • CR Work that is performed as satisfactory graduate work (B- or better). A grade of "CR" is reserved for courses designated by a department, involving internships, a thesis, practicums, or specified courses. • F Work that is unsatisfactory • I Incomplete work • ZF An incomplete which was not completed within one year of the end of the course. ZF is treated the same as an F or NC for all cases involving G.P.A., academic warning, probation, and dismissal. • IP In progress • NR Not reported • W Withdrawn from the course
<p>Activities</p>	<p>Instructional Methods</p> <p>Throughout the course students will engage in a variety of instructional activities including but not limited to:</p> <ul style="list-style-type: none"> • Lecture • Group Discussions • Tutorial Presentations • Diversity Workshop
<p>Policy Statements: University Policies</p>	<p>University policies are provided in the current course catalog and course schedules. They are also available on the university website. This class is governed by the university's published policies. The following policies are of particular interest:</p> <p>Academic Honesty</p> <p>The university is committed to high standards of academic honesty. Students will be held responsible for violations of these standards. Please refer to the university's academic honesty policies for a definition of academic dishonesty and potential disciplinary actions associated with it.</p> <p>Drops and Withdrawals</p> <p>Please be aware that, should you choose to drop or withdraw from this course, the date on which you notify the university of your decision will determine the amount of tuition refund you receive. Please refer to the university policies on drops and</p>

withdrawals (published elsewhere) to find out what the deadlines are for dropping a course with a full refund and for withdrawing from a course with a partial refund.

Special Services

If you have registered as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor at the beginning of the course of the accommodations you will require in this class so that these can be provided.

Disturbances

Since every student is entitled to full participation in class without interruption, disruption of class by inconsiderate behavior is not acceptable. Students are expected to treat the instructor and other students with dignity and respect, especially in cases where a diversity of opinion arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course.

Student Assignments Retained

From time to time, student assignments or projects will be retained by The Department for the purpose of academic assessment. In every case, should the assignment or project be shared outside the academic Department, the student's name and all identifying information about that student will be redacted from the assignment or project.

Contact Hours for this Course

It is essential that all classes meet for the full instructional time as scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, it must be rescheduled.

Course Policies

The instructor is free to change course content or assignments according to their professional discretion.

Weekly Schedule

- a. Read the articles in the collection of reprinted articles.
- b. Review the book Harvard Business Review on Managing Diversity prior to class

WEEK 1: Course introduction. Personality Differences. Review of syllabus and class assignments.

WEEK 2: Cultural Diversity: What is culture? Dimensions of cultural diversity. Forms of oppression. Internalized oppression.

WEEK 3: Cultural Diversity: Cross Gender Communication. Understanding gender differences. Differentiation/Reintegration. Video.

WEEK 4: Cultural Diversity: Understanding Racial/Ethnic Differences. Diversity work groups. Video.

WEEK 5: Current Diversity Issues

WEEK 6: Organizational Change: Managing in a Diverse Work Force: Tutorial Session. Personal Reflection Paper due.

	<p>WEEK 7: Future Conditions: Oral Presentation.</p> <p>WEEK 8: Guest Speaker/Panel</p> <p>WEEK 9: Tools, skills and interventions. Yan Koloba. Wrap up of course. Final paper due.</p>
Additional Information	<p>Outside reading. Students are required to research, share and discuss articles and information from current newspapers, magazines, internet, and other media related to workplace diversity.</p>