

Course	MNGT 5950 The Woman Manager
Term	Spring 2, 2010
Instructor	Sandra J. Campbell 816-525-7505 sandrac@webster.edu ; scamp14469@aol.com
Catalog Description	Students examine the role of women in modern industrial society. Emphasis is placed on the particular difficulty women experience in assuming managerial roles in a predominantly male enterprise. Course content focuses on the managerial tools women managers may use to control their organizations.
Prerequisites	None
Course Level Learning Outcomes	<p>At the end of this course the student will be able to:</p> <ul style="list-style-type: none"> • To assess the impact of glass ceilings and other real or imagined barriers that affect women at work. • To recognize differences in the ways men and women communicate in business. • To explain why women may lead differently. • To explain how development of gender roles affect workplace issues. • To explore information relative to the status of women of color in the workplace. • To define and analyze the concept and process of disempowerment. • To explain the law and gender in management. • To explain the role of career paths, networking, mentoring, work/life balance and working abroad in women's careers. • To discuss the entrepreneurial alternative for women managers. • To analyze women as change agents in an organization.
Materials	<p>Text: Women at Work: Leadership for the Next Century by Dayle M. Smith. Prentice Hall Publishing, ISBN 0-13-095544-2.</p> <p>Resources may include: Harvard Business Review on Women in Business; Films such as Elizabeth, Norma Rae, Steele Magnolias, A League of Their Own; A century of Women (Webster video on women's history); Worldwide Guide to Women in Leadership website and Institute</p>

	<p>for Women's Leadership website.</p> <p>The book may be obtained through MBS Direct Books at 1-800-325-3252 or www.mbsdiret.net.</p>						
Grading	<table> <tr> <td>Midterm exam</td> <td>35%</td> </tr> <tr> <td>Group Analysis Paper & Presentation</td> <td>30%</td> </tr> <tr> <td>Final Exam</td> <td>35%</td> </tr> </table> <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 	Midterm exam	35%	Group Analysis Paper & Presentation	30%	Final Exam	35%
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Activities	<ul style="list-style-type: none"> • Lecture and discussion. • Student presentations. • Panel discussions with women leaders in the community. • Case studies for debates and class discussion. • In class team assignments and case analysis. • Exams will be multiple choice, case studies, essay questions, and include text, cases, handouts and other media. • Videos • Other activities deemed appropriate by the instructor 						
Policy Statements: University Policies	<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</p>						

	<p>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 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.</p> <p><i>Special Services</i></p> <p>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.</p> <p><i>Disturbances</i></p> <p>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.</p> <p><i>Student Assignments Retained</i></p> <p>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.</p> <p><i>Contact Hours for this Course</i></p> <p>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</p>
<p>Course Policies</p>	<ul style="list-style-type: none"> ▪ This syllabus may be revised at the discretion of the instructor without the prior notification or consent of the student. The schedule below presents an approximate expectation of course progress. The instructor reserves the right to change the overall course grade weighting. Any changes will be announced in class. ▪ In line with the university's policy on academic honesty, please be advised that instances of academic dishonesty will result in a zero

	<p>for the assignment and will be reported to the Dean of the School of Business and Technology for further disciplinary action. In this course we will use turnitin.com, an electronic database, which assists students and faculty with academic work.</p> <p>Writing Assistance:</p> <p>The Writing Center offers free writing advice to all students at Webster University. Trained coaches will help with every stage of the writing process, from brainstorming ideas to documenting sources. The Writing Center works with all levels of writers and projects, including reports; résumés and cover letters; admission essays and personal statements; summaries, critical analyses, and literature reviews; research and term papers; theses and dissertations; and more. An Online Writing Center for Webster graduate and undergraduate students at our extended campuses is also offered.</p> <p>Kansas City students should contact Dr. Roshaunda Cade directly at 314-246-7589 or roshaundacade51@webster.edu.</p>						
<p>Weekly Schedule</p>	<table border="1"> <tr> <td data-bbox="427 978 657 1251"> <p>Week 1</p> </td> <td data-bbox="657 978 1409 1251"> <p>Topics:</p> <ul style="list-style-type: none"> • Introductions, review syllabus and assignments • Chapter 1: The Glass Ceiling • Chapter 2: Gender and Communication • Discussion and Case Assignment • Assignment for Week 2: • Read Chapters 3, 4 and Case Assignment. </td> </tr> <tr> <td data-bbox="427 1251 657 1598"> <p>Week 2</p> </td> <td data-bbox="657 1251 1409 1598"> <p>Topics:</p> <ul style="list-style-type: none"> • Chapter 3: Gender and Leadership Style • Chapter 4: Gender Roles • Video and discussion • Group analysis and assignments will be discussed in detail • Assignment for Week 3: • Review Chapters 5 and 6. Turn in presentation/paper choice. </td> </tr> <tr> <td data-bbox="427 1598 657 1900"> <p>Week 3</p> </td> <td data-bbox="657 1598 1409 1900"> <p>Topics:</p> <ul style="list-style-type: none"> • Chapter 5: Women of Color • Chapter 6: Dysempowerment in Organizations • Discussion and Questions for Guest Speaker • Assignment for Week 4: • Review Chapter 8 and questions for Guest Speaker(s). </td> </tr> </table>	<p>Week 1</p>	<p>Topics:</p> <ul style="list-style-type: none"> • Introductions, review syllabus and assignments • Chapter 1: The Glass Ceiling • Chapter 2: Gender and Communication • Discussion and Case Assignment • Assignment for Week 2: • Read Chapters 3, 4 and Case Assignment. 	<p>Week 2</p>	<p>Topics:</p> <ul style="list-style-type: none"> • Chapter 3: Gender and Leadership Style • Chapter 4: Gender Roles • Video and discussion • Group analysis and assignments will be discussed in detail • Assignment for Week 3: • Review Chapters 5 and 6. Turn in presentation/paper choice. 	<p>Week 3</p>	<p>Topics:</p> <ul style="list-style-type: none"> • Chapter 5: Women of Color • Chapter 6: Dysempowerment in Organizations • Discussion and Questions for Guest Speaker • Assignment for Week 4: • Review Chapter 8 and questions for Guest Speaker(s).
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	<p>Week 4</p> <p>Topics:</p> <ul style="list-style-type: none"> • Chapter 8: Career Paths, Mentoring & Networking • Guest Speaker/Panel discussion • Discussion and Case Assignment • Review for Midterm • Assignment for Week 5: • Review Chapters 7 and 9 and Case Assignment. <hr/> <p>Week 5</p> <p>Topics:</p> <ul style="list-style-type: none"> • Chapter 7: Law and Gender in Management • Chapter 9: Balancing Work/Life • Midterm Exam • Assignment for Week 6: • Review Chapter 10 and Case Assignment <hr/> <p>Week 6</p> <p>Topics:</p> <ul style="list-style-type: none"> • Chapter 10: Women Working Abroad. • Class Assignment • Assignment for Week 7: • Review Chapters 11 and 12. <hr/> <p>Week 7</p> <p>Topics:</p> <ul style="list-style-type: none"> • Chapter 11: Women Entrepreneurs. • Video and discussion • Chapter 12: Women as Change Agents • Assignment for Week 8: • Review Chapter 13 <hr/> <p>Week 8</p> <p>Topics:</p> <ul style="list-style-type: none"> • Chapter 13: Lessons from the Trenches. • Presentations • Assignment for Week 9: • Final Exam Review • Presentations <hr/> <p>Week 9</p> <p>Topics:</p> <ul style="list-style-type: none"> • Final Examination • Final Presentations • Papers Due
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<p>Additional Information</p>	<p>Group Analysis Students will be assigned topics related to the subject content of the class. Group presentation requirements and topic assignments will be given the second week of class. Presentations will be a minimum of 25-30 minutes depending on class size. Presentations should include handouts for all students, at least two Audio/Visual aids, and any other methods determined by the group regarding the topic of discussion.</p> <p>Supplemental Readings There are weekly reading assignments in the required text. Students are</p>
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	expected to become familiar with contemporary topics and authors by reviewing relevant literature and articles. The instructor will provide various handouts on pertinent topics.
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