

Course	HRDV 5700 - Career Management
Term	Fall 2, Oct 19 – Dec 18, 2009
Instructor	Name: C.E. "Charlie" Brown Phone: 501-413-7260 Email: clintonbrown76@webster.edu or opacharliebrown@comcast.net
Catalog Description	Career management is the process through which individuals and organizations jointly plan, guide, direct, and influence people's careers to meet the individual's and the organization's future needs. This course introduces students to current ideas about how organizations and individuals are trying to manage the problems created by the new rules of the workplace through career management
Prerequisites	Students majoring in human resources development must have completed the requisite course Introduction to Human Resources Development (HRDV 5000) before taking this course. Students who are not human resources development majors do not need to have completed Introduction to Human Resources Development (HRDV 5000) before taking this course.
Course Level Learning Outcomes	<ol style="list-style-type: none"> 1. Students will be able to analyze Human Resource Development situations for Career Management elements and opportunities. 2. Students will be able to integrate intellectual explanations of Career Management with methodological competencies. 3. Students will be able to implement Career Management solutions to real organizational problems. 4. Students will emerge with a framework and set of guidelines that can serve as a career management "map" throughout their work lives. 5. Students will be able to identify a series of examples of organizational career management programs. 6. Students will be able to engage in career exploration, career goal setting, and career strategy development
Materials	<p><i>Building Your Career Portfolio</i> May 2001 ISBN: 9781564145406 Carol A. Poore Delmar Publishing</p> <p>You can access the Virtual Bookstore at http://www.mbsdirect.net/webster or call MBS Direct at 800-325-3252 and give your school name, site or program, and course number.</p>

<p>Grading</p>	<p>Grading Scale 93-100 A 90-92 A- 87-89 B+ 83-86 B 80-82 B- 70-79 C 0-69 F</p> <ul style="list-style-type: none"> • Turning in late papers and/or assignments will result in a lower grade • Incompletes will rarely be given and only under dire circumstances • Paper 150 • Midterm-exam 150 • Final Exam 150 • Group exercise 100 • Individual presentations <u>50</u> • Total possible points <u>600</u> • Specific requirements for papers and presentations will be given to each student at the beginning of the course <p>Course Requirements The GRADUATE catalog provides these guidelines and grading options:</p> <p>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>
<p>Activities</p>	<ul style="list-style-type: none"> • Use lectures/notes to convey an understanding of mandatory topics. • Use simulations and role-plays to promote application and analysis of theory and methods. • Include self-assessment tools and activities to demonstrate acquisition of Career Management competencies. • Lead facilitated discussion of readings and journal articles. • Use short, moderately complex cases to promote application, analysis, and solution of organizational problems. • Offer “critical incident” assignments that require students to apply mandatory topics to the resolution of real world organizational problems. • Have students explain theoretical models and applications to the class.

<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>A student may submit their term paper to the On-Line Writing Center in St. Louis by email and have a coach make suggestions/corrections. It is up to the student to allow sufficient time (7-10 days) for this process to be utilized and still turn in the term paper on the assigned date. Go to http://www.webster.edu/acadaffairs/asp/wc/online.html</p> <p>Academic Honesty 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 Please beware 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 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>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.</p> <p>Disturbances Since every student is entitled to full participation in class without interruption, all students are expected to be in class and prepared to begin on time. All pagers, wireless phones, or other electronic devices must be turned off, or switched to vibrate, when you enter the classroom.</p> <p>Disruption of class, whether by latecomers, noisy devices, or 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>
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	<p>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.</p> <p>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.</p>
Course Policies	<p>You will still be responsible for completing the assigned exercises and papers on time. Late assignments will not be accepted except for emergency situations pre-approved by instructor. There will be two examinations, each covering about half of the material, which will consist primarily of multiple choice, short answer and essay questions. The examinations will cover all of the assigned textbook reading.</p> <p><u>INTEGRATIVE/SECONDARY RESEARCH PAPER:</u> You will be required to write a 15-20 page double-spaced paper on any approved topic in the field of Career Management. The instructor must approve an outline of the paper. The paper should include a current literature review of the topic, including comprehensive secondary research from appropriate scientific, professional, and academic journals and publications. Some optional, extra credit assignments may also be given. Penalties will be given for late assignments.</p>
Pre-Assignment for Week 1	Read chapters 1, 2
Week 1:	<p>Topics: Introduction to Theories of Career Development and Choice: Origins, Evolution, and Current Efforts: Historical Perspective; Psychologically Based Theories; Sociologically Based Theories; How to Judge the Value of Career Choice and Development Theory; The Issue of Theory Convergence; Theories Rooted in Logical Positivism; Theories Rooted in Social Constructionism</p> <p>Instructor Assigned Case Studies</p> <p>Assignment for Week 2: Instructor Assigned</p>
Week 2:	<p>Topics: Career Choice and Development from a Sociological Perspective:</p>

	<p>Vocational Development, Career Choice, and Mobility in Social Context Contexts of Career Decision Making, Work- Family Connections' A Look to the Future Nurture Partnership Approach to Career Counseling, Instructor Assigned Case Studies</p> <p>Assignment for Week 3: Instructor Assigned</p>
Week 3:	<p>Topics: Career Construction: A Developmental Theory of Vocational Behavior. A Development Perspective on Vocational Behavior, Objective Vs. Subjective Career, Career Construction Theory, Developmental Developmental Tasks in Career Construction, Evaluations of Career Construction Theory, Application of Career Construction Theory, Instructor Assigned Case Studies</p> <p>A Contextualist Explanation of Career Context in Career and Counseling- Theory, Research and Practice, Action Theory Explanation of Career, The Validity of the Explanation, Contextualizing Career Research, Contextualizing Career Counseling,</p> <p>Assignment for Week 4: Instructor Assigned</p>
Week 4:	<p>Mid-Term Assignment for Week 5: Read Chapters 7, 8</p>
Week 5:	<p>Topics: Social Cognitive Theory Background of the Theory, Theory Convergence, Social Cognitive Roots, Central Theoretical Concepts and Assumptions, Interventions</p> <p>A Cognitive Information Processing Approach to Career Problem Solving and Decision Making Background of the Approach, Cognitive Information Processing Theory, Applications to Practice, Present Status and Future Directions of the CIP</p> <p>Assignment for Week 6: Instructor Determined</p>
Week 6:	<p>Topics: Personalities in Work Environments</p>

	<p>Background of Holland’s Theory, A Practical Model of Person-Environment Interaction, Empirical Research on Holland’s Theory, A Culture-Centered, Person-Environment Approach to the Cases Assigned</p> <p>Assignment for Week 7: TBD – Paper Due</p>
Week 7:	<p>Topics: Chapter 11: The Role of Work Values and Cultural Values in Occupational Choice, Satisfaction, and Success: A Theoretical Statement: Assumptions of the Theory, Building Blocks of the Theory, Propositions: Factors That Influence the Choice-Making Process, Research on the Theory, Recommendations for Research, Intergenerational Differences, Summary of the Theory, Recommendation for Practice and Relation to the Cases, Cases-K and E.</p> <p>Status of Theories of Career Choice and Development Cross-Cultural Sensitivity of the Theories, The Convergence of Theories Revisited, A Final Word</p> <p>Assignment for Week 8: Presentation of Papers</p>
Week 8:	<p>Topics: Paper presentations. Final Review Assignment for Week 9: Exam 2 – Chapters 7 – 12.</p>
Week 9:	Exam 2
Additional Information	<p>All assignments to be evaluated should be submitted by direct delivery or email if approved by instructor in a Microsoft Word Document format. Submitted documents will be evaluated for content and mechanics. Please make sure every assignment has been edited for proper grammar, spelling and/or punctuation before submitting it. The student is strongly encouraged to rewrite/rework any assignments in order to improve their work prior to submitting them for electronic based assessment. Email your written assignments to: opacharliebrown@comcast.net. It is the students’ responsibility to verify receipt of assignments for whatever delivery method selected.</p>
Approved by	Michael Hostetler, Faculty Coordinator, June 11, 2009