

<b>Course</b>	MNGT 5950 The Woman Manager										
<b>Term</b>	Spring 1, 2008 – Saturday 1–5:00 p.m. – Camp Bullis, Texas										
<b>Instructor</b>	Name: Lavern B. Kistner Phone: 210-244-3725 Email: <a href="mailto:lavern.kistner@brooks.af.mil">lavern.kistner@brooks.af.mil</a> or <a href="mailto:kistnela@webster.edu">kistnela@webster.edu</a>										
<b>Catalog Description</b>	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.										
<b>Prerequisites</b>	None										
<b>Course Level Learning Outcomes</b>	At the end of this course the student will be able to: <ul style="list-style-type: none"> <li>• To assess the impact of glass ceilings and other real or imagined barriers that affect women at work.</li> <li>• To recognize differences in the ways men and women communicate in business.</li> <li>• To explain why women may lead differently.</li> <li>• To explain how development of gender roles affect workplace issues.</li> <li>• To explore information relative to the status of women of color in the workplace.</li> <li>• To define and analyze the concept and process of disempowerment.</li> <li>• To explain the law and gender in management.</li> <li>• To explain the role of career paths, networking, mentoring, work/life balance and working abroad in women’s careers.</li> <li>• To discuss the entrepreneurial alternative for women managers.</li> <li>• To analyze women as change agents in an organization.</li> </ul>										
<b>Materials</b>	Book: Women At Work-Leadership For The Next Century Author: Dayle M. Smith, Publisher: Prentice-Hall, Inc. ISBN: 0130955442										
<b>Grading</b>	<u>Grading Parameters</u> <table style="width: 100%; border: none;"> <tr> <td style="width: 80%;">1. Article Review-Class Presentation</td> <td style="text-align: right;">15%</td> </tr> <tr> <td>2. Research Paper</td> <td style="text-align: right;">30%</td> </tr> <tr> <td>3. Enhancement Paper</td> <td style="text-align: right;">20%</td> </tr> <tr> <td>4. Mid-Term Exam</td> <td style="text-align: right;">20%</td> </tr> <tr> <td>5. Final Exam</td> <td style="text-align: right;">15%</td> </tr> </table>	1. Article Review-Class Presentation	15%	2. Research Paper	30%	3. Enhancement Paper	20%	4. Mid-Term Exam	20%	5. Final Exam	15%
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	<p>Grading Basis – Letter Grade System</p> <ol style="list-style-type: none"> <li>1. 90% - 100%      A</li> <li>2. 80% - 89%      B</li> <li>3. 70% - 79%      C</li> <li>4. Below 70%      Fail</li> </ol>
<p><b>Activities</b></p>	<ol style="list-style-type: none"> <li>1. <b>Article Reviews: Each student will be responsible for presenting a synopsis/review of one journal article, and facilitating a brief class discussion pertinent to the article.</b> A written <i>hard copy</i> synopsis of the article will be required for instructor’s review. The student will discover the vast amount of women in management reference sources and materials that are available. The student will also learn how to surmise an article as well as how to initiate a class discussion of a HRD issue that is of interest to him or her.</li> <li>2. <b>Research Paper: An 8-10 page, APA style, inquiry paper will be required of each student.</b> Topics to select from will be relevant to Women in Management and challenges, changes in society, or managerial commitment to diversity. The purpose of this paper is for the student to gain an in-depth understanding of a topic and the impact of women in the workforce. A brief explanation of the findings will allow the student to convey his/her opinion(s) about the topic, and to either challenge or defend the validity of the research. A class presentation of 8-10 minutes summarizing research findings on selected subject will be required. <b>This research paper must be an original paper not previously submitted to any other university/Webster University/or academic institution. In addition, a minimum of three resources for the paper must be from the Webster Eden Library.</b></li> <li>3. <b>Enhancement Paper:</b> Students will develop a plan for enhancement of women in the workplace. A thorough description of what the plan consists of, how it will be implemented, and how the identified audience will benefit will be presented to the class and the instructor. A hard copy of the plan will be required for instructor’s review and will not be returned. Students will learn the challenges of implementing programs which require change and buy-in from management, peers, and co-workers. Students will utilize personal experience and information gained from research, and organizational skills in promotion of programs to promote conducive working environments evident of equal opportunity.</li> <li>4. The collective sharing of personal and professional experiences is essential to the learning process. Therefore students are encouraged to rely heavily on experiential learning in every aspect of this course. Thus, connecting historical events with the assortment of topics and issues presented and discussed during this course should produce a meaningful learning experience for all.</li> </ol>
<p><b>Policy Statements: University Policies</b></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><b>Academic Honesty</b></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><b>Drops and Withdrawals</b></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 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><b>Special Services</b></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><b>Disturbances</b></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><b>Student Assignments Retained</b></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><b>Contact Hours for this Course</b></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><b>Course Policies</b></p>	<ul style="list-style-type: none"> <li>▪ 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.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ In line with the university’s policy on academic honesty, please be advised that instances of academic dishonesty will result in a zero 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.</li> </ul>
<p><b>Weekly Schedule</b></p>	<p>Week 1      Topics:</p> <ul style="list-style-type: none"> <li>• Introductions, review syllabus and assignments</li> <li>• Overview of The Woman Manager</li> <li>• Lecture and chapter discussion</li> </ul> <p>Assignment for Week 2</p> <ul style="list-style-type: none"> <li>• Read Chapter 2: Gender and Communication</li> <li>• Read Chapter 3: Gender and Leadership Style</li> <li>• Discussion and Case Assignment: Part II-</li> </ul> <hr/>

	<p>Week 5</p> <p>Week 6</p> <p>Week 7</p> <p>Week 8</p> <p>Week 9</p>	<p>Topics:</p> <ul style="list-style-type: none"> <li>• Mid-Term Exam</li> <li>• Article Reviews</li> <li>• Lecture and chapter discussion</li> </ul> <p>Assignment for Week 6</p> <ul style="list-style-type: none"> <li>• Read Chapter 9: Balancing Work/Life</li> <li>• Read Chapter 10: Women Working Abroad.</li> <li>• Prepare for Enhancement Project Presentations</li> </ul> <hr/> <p>Topics:</p> <ul style="list-style-type: none"> <li>• Article Reviews</li> <li>• Lecture and chapter discussion</li> <li>• Enhancement Project Presentations</li> </ul> <p>Assignment for Week 7</p> <ul style="list-style-type: none"> <li>• Chapter 11: Women Entrepreneurs.</li> <li>• Chapter 12: Women as Change Agents</li> <li>• <b>Research Papers Due</b></li> </ul> <hr/> <p>Topics:</p> <ul style="list-style-type: none"> <li>• Research Papers</li> <li>• Research Paper Presentations</li> <li>• Lecture and chapter discussion</li> </ul> <p>Assignment for Week 8</p> <ul style="list-style-type: none"> <li>• Chapter 13: Lessons from the Trenches</li> </ul> <hr/> <p>Topics:</p> <ul style="list-style-type: none"> <li>• Research Paper Presentations</li> <li>• Lecture and chapter discussion.</li> </ul> <p>Assignment for Week 9:</p> <ul style="list-style-type: none"> <li>• Complete Final Exam</li> <li>• Finalize Paper and Presentation</li> </ul> <hr/> <p>Topics:</p> <ul style="list-style-type: none"> <li>• Final Examination</li> <li>• Presentations</li> </ul>
<p><b>Additional Information</b></p>	<p>NONE</p>	

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