

Wayland Mission Statement

Wayland Baptist University exists to educate students in an academically challenging, learning-focused, and distinctively Christian environment for professional success, and service to God and humankind.

Contact Information

Course: PUAD 5320 VC01 – Cultural Diversity

Campus: WBUonline

Term/Session: Fall 1 2025

Instructor: Dr. Juan M. González

Office Phone Number: 210.347.6445

WBU Email Address: juan.gonzalez@wayland.wbu.edu

Office Hours, Building, and Location: Virtual, email to setup a phone conference

Class Meeting Time and Location: Virtual

Course Information

Catalog Description : A comparative analysis and critical thinking about the changing sociological, economical and political status of the diverse cultural groups in the United States and globally.

There is no prerequisite for this course.

Textbook Information

Required Textbook(s) and/or Required Materials:

Marger, M. N. (2015). *Race and Ethnic Relations: American and Global Perspectives*. (10th ed.). Cengage Learning. ISBN: 9781305176959

*The textbook for this course is part of the **Wayland's Automatic eBook** program. You will have access to an eBook and interactive learning material on the first day of class through your Blackboard course site. The cost of this Automatic eBook will be billed directly to your student account when you register for the course. You will be notified via email with access instructions and additional information. If you do not wish to participate in the Automatic eBook program, you will have the first 12 days of class to opt-out of the program (additional details will be outlined in your email instructions). For more information on the Automatic eBook program, visit the Wayland Bookstore [Automatic eBook FAQ](#) page.*

Optional Materials:

American Psychological Association. (2020). *Publication manual of the American Psychological Association* (7th ed.). Washington, DC: American Psychological Association

Other Readings as Assigned

Course Outcome Competencies: Upon completion of this course, students will be able to:

- Demonstrate a critical knowledge base of the economic and political conditions of cultural groups within the U.S
- Analyze how the sociological conditions of diverse cultural group affect and have been affected by global issues
- Demonstrate an in-depth understanding of cultural, racial issues, discrimination and prejudice and the effect on society
- Identify and discuss historical and recent events that have brought about changes in our diverse culture
- Demonstrate an ability to concisely communicate your ideas regarding cultural diversity verbally
- Communicate effectively in writing your understanding of cultural diversity and its effect on the social construct of our society and globally

Attendance Requirements

WBUonline

Students are expected to participate in all required instructional activities in their courses. Online courses are no different in this regard; however, participation must be defined in a different manner. Student “attendance” in an online course is defined as active participation in the course as described in the course syllabus. Instructors in online courses are responsible for providing students with clear instructions for how they are required to participate in the course. Additionally, instructors are responsible for incorporating specific instructional activities within their course and will, at a minimum, have weekly mechanisms for documenting student participation. These mechanisms may include, but are not limited to, participating in a weekly discussion board, submitting/completing assignments in Blackboard, or communicating with the instructor. Students aware of necessary absences must inform the professor with as much advance notice as possible in order to make appropriate arrangements. Any student absent 25 percent or more of the online course, i.e., non-participatory during 2 or more weeks of an 8-week session, may receive an F for that course. Instructors may also file a Report of Unsatisfactory Progress for students with excessive non-participation. Any student who has not actively participated in an online class prior to the census date for any given session is considered a “no-show” and will be administratively withdrawn from the class without record. To be counted as actively participating, it is not sufficient to log in and view the course. The student must be submitting work as described in the course syllabus. Additional attendance and participation policies for each course, as defined by the instructor in the course syllabus, are considered a part of the university’s attendance policy.

University Policies

[Link to Statement on Academic Integrity , and reference one of the following in regard to how generative artificial intelligence \(GAI\) such as ChatGPT may or may not be used in this course:](#)

- a. No use of any generative AI tools permitted.
 - i. Students are required to create and produce all work themselves or with assigned group members. Any work submitted that has used an AI generative tool like Chat GPT will be in immediate violation of the academic integrity policies for the course and WBU.
 - ii. All assignments must be fully created, designed, and prepared by the student(s).
 - iii. Any work that uses generative AI will be treated as plagiarism.

Disability Statement: In compliance with the Americans with Disabilities Act of 1990 (ADA), it is the policy of Wayland Baptist University that no otherwise qualified person with a disability be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity in the university. The Disability Services Coordinator and Academic Coach serves as the coordinator of students with disabilities and must be contacted concerning accommodation requests (office (806) 291-1057. Documentation of a disability must accompany any request for accommodations.

Accessibility issues with content in WBUonline courses or in Blackboard should be addressed to the WBU accessibility coordinator, Dr. Rick Hammer, hammerr@wbu.edu or call (806) 292-9150.

Course Requirements and Grading Criteria

Students will be evaluated based on their performance in the following assignments: weekly discussion questions (DQs); 2 journal article reviews; 1 diversity paper; paper updates; and the APA Tutorial. All papers and DQ responses must be written in accordance with the American Psychological Association (APA) standards. To ensure that you can communicate with me, you will be required to review the syllabus and email me from your Wayland email address. The email should state that you are fulfilling the email assignment and that you have read and understood the syllabus/course outline.

Introduction: Post an introduction by Wednesday of week 1.

Discussion Questions (DQs):

Each weekly DQ set will be worth 50 points. An additional 25 points each, max of 50 (meaning you must respond to at least two other students), will be awarded for each substantive response given to other students' original postings to the discussion questions; that is, students' answers to the weekly questions. The total possible points you can earn per week is 100. Providing one sentence responses to my questions, answering the discussion questions at the last minute, and/or answering at the start of the week and not returning to the discussion board will earn you minimal points. The discussion board is intended to ask questions, debate a theory's merit, and challenge one another's ideas to learn from one another.

You must respond to discussion questions during their week of application to receive credit. In other words, if you answer Week 1's discussion questions during Week 2, you do not receive any credit for Week 1. For our purposes, the week will *begin on Monday and end on Sunday*. Ensure your responses are written in accordance with APA standards. ***Twenty points will be deducted if sources are not properly cited.*** As graduate students, you will also be required to support your DQ responses with journal articles, government reports, or articles from think tanks and professional organizations. ***Failing to provide support from a scholarly source will result in a reduction of an additional twenty points.***

Responses to discussion questions are to be submitted no later than 11:59 pm CST on Thursdays. DQ answers posted after Thursday will incur a 25-point deduction.

Responses to students' original postings (their answers to the DQs) must be posted no later than 11:59 pm CST on Sundays to receive credit.

Note: While there is no specific word limit, an initial post of 300 words per DQ should be long enough to adequately address the question and issues presented. Your initial post must be insightful, thorough, and show an understanding of the issues. Your responses to your classmates' initial posts should identify portions of the post you agree/disagree with and explain why. Additionally, your responses should supplement, contradict, question, or further discussion on the pertinent subject area. All posts should be substantiated by examples from the textbook, journal articles, and/or scholarly websites such as from professional organizations. **Do not forget to cite your sources!** It is also expected that all posts reflect critical thinking and good grammar.

Journal Article Reviews:

On specific weeks, students are to find and critique a journal article related to this course. The article can apply to the subject matter discussed for a given week or a topic of interest to you related to this class. The article must be from a scholarly, peer-reviewed ***academic journal***. Peer-reviewed means the article has been examined by other experts in the respective field of the article's author(s). Articles found on *.com or corporate websites are not typically peer-reviewed and should be avoided.

For this assignment, provide a pdf copy for classmate review and specify the article's relevance to this course plus your interest in that article's topic. Points are awarded by the following criteria: 25 points for providing a copy of your specific journal article, 25 points for how well you evaluate the article's subject matter relevant to the course, and 25 points per response to at least two other students' articles. If you do not participate in the journal article review during the week it is assigned, you will not receive credit. Additionally, to ensure students have time to respond, all articles must be submitted by 11:59 pm CST on Fridays; submitting after Friday incurs a 25-point deduction; failing to adhere to the above conditions results in a deduction of points. Once again, a 300-word count response reviewing the article is appropriate.

Note: Only journal articles will be accepted. Responses to students' articles must be posted no later than 11:59 pm CST Sundays on the weeks assigned. *Be sure you properly cite your journal article – in the text of your response and in the reference list – in accordance with APA writing standards.* **Twenty points** will be deducted if articles are not properly cited. ***Do not add your journal article review as an attachment. Type directly into the textbox. Submitting the review as an attachment will result in a deduction of 20 points.***

If you are unfamiliar with WBU's library resources, please follow the link below for tutorials:
<https://www.wbu.edu/academics/library/about/tutorials.htm>

Research Paper – Diversity Improvement: (Due at the end of week eight)

By week 2, you will submit your chosen topic with an outline of what you expect to cover. This should address how cultural diversity has evolved, changed, and developed over the last 20 years and how it will continue to develop over the next 10-20 years. Consider the following areas as possible topics:

- One protected group
- Power conflict theories
- Prejudice, stereotypes, and discrimination
- Diversity in the workplace
- Balancing diversity with cultural, group, and/or value conflicts

You may use the following format for the outline to explain your intended points:

Topic Specified – sample outline:

Main Point I Describe the group or topic – power conflict in America

Subpoint A (source cited)

Subpoint B (source cited)

Main Point II Explain the diversity theories, concepts, models that apply to your topic

Subpoint A (source cited)

Subpoint B (source cited)

Main Point III Diversity in the future

Subpoint A (source cited)

Subpoint B (source cited)

Conclusion

The paper will include a title page, abstract, and reference list – none of which count toward the page requirement. The paper will be written in accordance with APA style and should be approximately 10 to 15 pages in length. Use at least 12 scholarly references. Wikipedia is not generally recognized as a scholarly source and therefore should be avoided. Additionally, general print encyclopedias (e.g., World Book; Encyclopedia Britannica) are considered unacceptable in a university environment. You may use the textbook as a source; however, this should be the only book you use as a source. You should rely on journal articles or articles from professional organizations and government reports for your information.

Papers whose topics have not been approved will not be graded. **Because papers are due on the last Friday of class, papers submitted after the deadline will not be accepted or graded.** Papers will also be judged on the level of analysis (appropriate for graduate level), grammar, spelling, and adherence to these standards. **Failure to submit a paper will result in a failing grade for the class.**

This assignment will be using the Safe Assign feature. Safe Assign provides you information regarding source citation. That is, Safe Assign will let you know if passages match passages from other published works. This highlights to you that perhaps you have not correctly or sufficiently given credit to original authors. This feature is intended to help you in writing your paper. A matching rate of 15% or less will be expected for this assignment. Failure to provide a safe assignment report will result in an automatic deduction of 15 points. When submitting your paper into Safe Assign, do not include the reference list

as this will skew your matching rate. You will be able to submit the literature review up to 3 times, which should be enough tries to get the matching rate at or below 15%.

Research Paper Updates:

You will provide updates on your diversity paper throughout the term. These updates will be part of your final grade.

The assignments should be completed in APA format. Because this is a graduate course, late work will not be accepted except in extreme circumstances. Email me if you need to discuss submitting late work.

APA Tutorial:

Complete the following APA tutorial. The tutorial should take no longer than 45 minutes—and even less if you are already familiar with APA Style. When you have completed the tutorial, in week 2's folder please place a short statement in the APA assignment confirming that you completed and understand how to apply APA style to include correctly citing sources to receive credit. This will be graded as 100 or zero based upon your statement of completion. In other words, if you do the tutorial, you get a 100. If you ignore the tutorial, you get a zero.

<https://extras.apa.org/apastyle/basics-7e/#/>

Note:

All written work must conform to current APA guidelines (12-inch font, Times Roman, 1" margins, double spaced) unless otherwise indicated.

Late Work: Because this is a graduate course, late work will not be accepted except in emergency situations supported by documentation. Assignments are expected to be submitted on time. If you anticipate an issue submitting on time, then you need to communicate with me ASAP.

Assignment Weighting:

35% of grade is based on course room discussions and responses to other students

30% of grade is based on diversity presentation paper

20% of grade is based on journal article reviews

10% of grade is based on updates to your paper project

5% of grade is APA tutorial

The University has a standard grade scale:

A = 90-100, B = 80-89, C = 70-79, D = 60-69, F = below 60, W = Withdrawal, WP = withdrew passing, WF = withdrew failing, I = incomplete. An incomplete may be given within the last two weeks of a long term, within the last week of an 8-week session, or within the last two days of a microterm to a student who is passing, but has not completed a term paper, examination, or other required work for reasons beyond the student's control. A grade of "incomplete" is changed if the work required is completed prior to the last day of the next long 16-week term or 8-week session, unless the instructor designates an earlier date for completion. If the work is not completed by the appropriate date, the I is converted to an F.

Student Grade Appeals: Students shall have protection through orderly procedures against prejudices or capricious academic evaluation. A student who believes that he or she has not been held to realistic academic standards, just evaluation procedures, or appropriate grading, may appeal the final grade

given in the course by using the student grade appeal process described in the Academic Catalog. Appeals may not be made for advanced placement examinations or course bypass examinations. Appeals are limited to the final course grade, which may be upheld, raised, or lowered at any stage of the appeal process. Any recommendation to lower a course grade must be submitted through the Vice President of Academic Affairs to the Faculty Assembly Grade Appeals Committee for review and approval. The Faculty Assembly Grade Appeals Committee may instruct that the course grade be upheld, raised, or lowered to a more proper evaluation.

Tentative Schedule

Week	Dates	Readings	Assignments
1	8/11 – 8/17	Chapters 1, 2	1. Post intro by Wed 2. Complete Required Assignment by Wed 3. Answer DQs no later than (NLT) 11:59 pm CST on Thursday 4. Respond to classmates' DQs NLT Sunday 11:59 pm CST
2	8/18 – 8/24	Chapters 3, 4	1. Answer DQs NLT 11:59 pm CST on Thursday 2. Respond to classmates' DQs NLT 11:59 pm CST on Sunday 3. Submit Paper topic AND outline NLT 11:59 pm CST on Sunday 4. APA tutorial due NLT 11:59 pm CST on Sunday
3	8/25 – 8/31	Chapters 5, 6	1. Answer DQs NLT 11:59 pm CST on Thursday 2. Respond to classmates' DQs NLT 11:59 pm CST on Sunday 3. Article review due NLT 11:59 pm CST on Friday
4	9/1 – 9/7	Chapter 7	1. Answer DQs NLT 11:59 pm CST on Thursday 2. Respond to classmates' DQs NLT 11:59 pm CST on Sunday 3. Paper update due NLT 11:59 pm CST on Sunday
5	9/8 – 9/14	Chapters 8, 9	1. Answer DQs NLT 11:59 pm CST on Thursday 2. Respond to classmates' DQs NLT 11:59 pm CST on Sunday 3. Journal Article review #2 due NLT 11:59 pm CST on Friday
6	9/15 – 9/21	Chapters 10, 11	1. Answer DQs NLT 11:59 pm CST on Thursday 2. Respond to classmates' DQs NLT 11:59 pm CST on Sunday 3. Paper update due NLT 11:59 pm CST on Sunday
7	9/22 – 9/28	Chapter 12	1. Answer DQs NLT 11:59 pm CST on Thursday 2. Respond to classmates' DQs NLT 11:59 pm CST on Sunday
8	9/29 – 10/4	Chapter 13	1. Answer DQs NLT 11:59 pm CST on Thursday 2. Respond to classmates' DQs NLT 11:59 pm CST on Friday 3. Paper due NLT Friday 11:59pm CST