# Wayland Logo

School of Business

# 2. UNIVERSITY 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.

# 3. COURSE NUMBER & NAME:

MGMT 5313-section number, Diversity Management

# **4. TERM**:

Summer, 2020

# **5. INSTRUCTOR**:

Dr. Melody Bourne

# **6. CONTACT INFORMATION**:

Office phone: 770-713-1139

WBU Email: melody.bourne@wayland.wbu.edu

Cell phone: 770-713-1139

# **7. OFFICE HOURS, BUILDING & LOCATION**:

#  Monday – Friday: 9:00 am – 7:00 PM (Central Time)

# **8. COURSE MEETING TIME & LOCATION**:

Meeting day & time: asynchronous within Blackboard course management system

# **9. CATALOG DESCRIPTION**:

Research literature and value of ‘managing’ diversity with a Christian response to issues within diversity management; diversity management implications for employee and labor relations, workforce planning and development; measurement of results.

# 10. PREREQUISITE:

BUAD 5300 or MGMT 3324

# **11. REQUIRED TEXTBOOK AND RESOURCE MATERIAL**:

| **BOOK** | **AUTHOR** | **ED** | **YEAR** | **PUBLISHER** | **ISBN#** | **UPDATED** |
| --- | --- | --- | --- | --- | --- | --- |
| Understanding and Managing Diversity  | Harvey/Allard | 6th | 2015 | Pearson | 9780-13354-8198 | 4/24/17 |

# 12. OPTIONAL MATERIALS

American Psychological Association (2010*). Publication manual of the American Psychological Association* 6th ed. Washington, D.C. Author.

ISBN: 9781433805615

# **13. COURSE OUTCOMES AND COMPETENCIES**:

* Analyze the awareness spectrum of diversity in organizations.
* Discuss how individual differences influence productivity.
* Evaluate the effectiveness of diversity initiatives within organizations.
* Assess trends in the socio-economic environment as applied to diversity challenges in organizations.

# 14. ATTENDANCE REQUIREMENTS:

As stated in the Wayland Catalog, students enrolled at one of the University’s external campuses should make every effort to attend all class meetings. All absences must be explained to the instructor, who will then determine whether the omitted work may be made up. When a student reaches that number of absences considered by the instructor to be excessive, the instructor will so advise the student and file an unsatisfactory progress report with the campus executive director. Any student who misses 25 percent or more of the regularly scheduled class meetings may receive a grade of F in the course. Additional attendance policies for each course, as defined by the instructor in the course syllabus, are considered a part of the University’s attendance policy.

# **15. STATEMENT ON PLAGIARISM & ACADEMIC DISHONESTY**:

Wayland Baptist University observes a zero tolerance policy regarding academic dishonesty. Per university policy as described in the academic catalog, all cases of academic dishonesty will be reported and second offenses will result in suspension from the university.

# **16. 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 Coordinator of Counseling Services serves as the coordinator of students with a disability and should be contacted concerning accommodation requests at (806) 291-3765. Documentation of a disability must accompany any request for accommodations.

# **17. COURSE REQUIREMENTS and GRADING CRITERIA**:

1. Discussion Board – 500 points
2. Written Assignment Papers – 400 points
3. Research Paper – 200 points

**Discussion Board Requirements:**

There will be a weekly discussion board forum throughout the course.

**Initial Post:** each student will create an initial post that relates to the discussion question or topic. The post will be in APA format, and will include at least one scholarly reference. Suggested word count is 400 – 500 words.

**Peer Responses:** each student will respond to two or more peer’s initial posts. Comments should extend and deepen meaningful conversation and may include a follow-up question. Suggested word count is 200 or more words.

**Assignment Requirements:** Case studies and written assignments are a minimum of five pages not including the cover page, abstract, or references and will include a minimum of two scholarly references.

**Final Research Paper:** all assignments are expected to be original work and written in APA format with a **minimum of four** scholarly resources.

**Assignment Submissions:** The normal weekly deadline is Sunday, 11:30 pm (Central Time). All assignments require uploads to Blackboard by the designated deadline; only uploaded submissions are graded.

**17.1 Include Grade Appeal Statement:** “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/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.”

# 18. TENTATIVE SCHEDULE (please refer to weekly content folders for assignments)

**Week 1:**

1. Discussion Board Introductions
2. Readings: Students will refer to text Understanding and Managing Diversity as well as outside resources
3. Discussion Board Question 1 – Initial Post

**Week 2:**

1. Discussion Board Question 1 – Peer Responses
2. Readings: Students will refer to text Understanding and Managing Diversity as well as outside resources
3. Assignment Paper – White Privilege (p. 37)

**Week 3:**

1. Discussion Board Forum 2 – Initial Post
2. Readings: Students will refer to text Understanding and Managing Diversity as well as outside resources

**Week 4:**

1. Discussion Board Forum 2 – Peer Responses
2. Readings: Students will refer to text Understanding and Managing Diversity as well as outside resources
3. Written assignment – Managing Diverse Generations in a Retail Setting (p. 115 – 117).

**Week 5:**

1. Discussion Board Forum 3 – Initial Post
2. Readings: Students will refer to text Understanding and Managing Diversity as well as outside resources

**Week 6:**

1. Discussion Board Forum 3 – Peer Responses
2. Readings: Students will refer to text Understanding and Managing Diversity as well as outside resources
3. Case Study – Fairfax Metropolitan Hospital: The Candidate (p. 255 – 257).

**Week 7:**

1. Discussion Board Forum 4 – Initial Post
2. Readings: Students will refer to text Understanding and Managing Diversity as well as outside resources

**Week 8:**

1. Discussion Board Forum 4 – Peer Responses
2. Readings: Students will refer to text Understanding and Managing Diversity as well as outside resources
3. Assignment Paper – One Workplace Bully Is One Too Many: The Four Faces of Bullying (p. 369-376).

**Week 9:**

1. Discussion Board Forum 5 – Initial Post
2. Readings: Students will refer to text Understanding and Managing Diversity as well as outside resources

**Week 10:**

1. Discussion Board Forum 5 – Peer Responses
2. Readings: Students will refer to text Understanding and Managing Diversity as well as outside resources
3. Create draft/outline and conduct research for final paper (minimum of three scholarly resources). Discuss subject matter with professor as needed.

**Week 11:**

1. Final Research Paper - “Transgender in the United States Military”

# 19. ADDITIONAL INFORMATION

I am always available for individual meetings to discuss assignments or questions you may have.