**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**

: MGMT 5313 VC01 – Diversity Management

**Campus**

: WBUonline

**Term/Session**

**:** Summer 2023 – May 29, 2023 – July 22, 2023

**Instructor**

**:** Dr. Tony Strange

**Office Phone Number/Cell #**

**:** (Cell) 907-378-5876, before 8:00 pm (EST)

**WBU Email Address**

**:** stranget@wbu.edu

**Office Hours, Building, and Location**

**:** Monday – Friday, 9:00 am to 3:00 pm

**Class Meeting Time and Location**

**:** WBU Online

**Textbook Information**

**Required Textbook(s) and/or Required Materials**

**:**

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

*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*](https://bookstore.wbu.edu/site_inclusive.asp) *page.*

**Optional Materials**

**:** <<List optional materials recommended to enhance student learning>>

**Course Information**

**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.

**Prerequisite:**BUAD 5300 or MGMT 3324

**Course Outcome 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.

**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**

**Statement on Plagiarism and 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.

**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 Director of Counseling, Career and Disability Services serves as the coordinator of students with disability and should be contacted concerning accommodation request at (806) 291-3765. 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, Rick Hammer, hammerr@wbu.edu or call 1-866-547-9192 for

24/7 Blackboard Support.

**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.

**Course Requirements and Grading Criteria**

Weights of required assignments/activities

Class participation 150 points

Discussion Boards (7) 50 points each

Case Studies (4) 125 points each

**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.

**Tentative Schedule**

June 4 Introduction

 Section I

Reading Assignments Articles 1 - 8

Discussion Board

June 11 Section II

Reading Assignments 11 – 15

Discussion Board

 Case Study # 1 – Coca- Cola Four (4) Questions on page 105

 Upload on Blackboard

June 18 Section III

Reading Assignments 16 – 22

Discussion Board

June 25 Section IV

 Reading Assignments 27 – 33

 Discussion Board

 Case Study # 2 – Changing Roles for Women in Military,

Questions 1 – 5 on page 237 - Upload on Blackboard

July 2 July 4th Holiday

July 9 Section V

Reading Assignments 37 – 42

Discussion Board

Case Study # 3 – Chick-Fil and the Media

Questions 1 – 5 on page 322 – Upload on Blackboard

July 16 Section VI

Reading Assignments 45 - 50

Discussion Board

July 22 Section VII

Reading Assignments 52 – 54

Discussion Board

Case Study # 4 – The Path to Inclusion: Ocean Spray

Questions 1 – 4 on page 387 – 388 – Upload on Blackboard