# "WBUlogo"

Campus Name

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, lifelong learning, and service to God and humankind.

# 3. COURSE NUMBER & NAME:

MGMT 5313-VC01, Diversity Management

# **4. TERM**:

Winter 2018

# **5. INSTRUCTOR**:

Dr. Amona Anderson

# **6. CONTACT INFORMATION**:

WBU Email: amona.washington@wayland.wbu.edu

Cell phone: 210-274-1284

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

By appointment (Central Time Zone)

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

Meeting day & time: Online

# **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

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

* Recognize the Awareness spectrum of: diversity, avoider, perpetuator, naive, fighter, and change agent
* Recognize that individuals' differences can enhance productivity
* Showcase the unique ways that some organizations are working to manage diversity and to illustrate that other organizations are limiting their diversity initiatives to legal compliance rather than to making systemic changes.
* Improve critical thinking skills by developing and applying criteria to the evaluation of an organization's diversity initiatives.
* Demonstrate an awareness and understanding of managing diversity from an individual perspective, a group identity perspective, and an organizational perspective.

# 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**:

**(Include information about term papers, projects, tests, presentations, participation, reading assignments, etc. and how many points or what percentage of the final grade each of these components or assignments is worth)**

**Case Studies/Integrative Questions – 75 points – 3 Case @ 25 Points**

**Research Paper – 50 Points**

**DQs/Attendance – 25 points – 5 DQ posts**

**CASE STUDIES/INTEGRATIVE QUESTIONS**

* **APA Format**
* **Minimum of 6 pages not including title or reference page**

1. **Pitney Bowe’s Case: A Legacy of Diversity Management Pg 48**

**Answer questions 1- 5 (pg 55)**

1. **Professor On Wheels: A Case of Disability and Diversity Pg 158**

**Answer questions 1- 6 (pg 163)**

1. **A Case of Harrassment, Discrimination or Bullying? Pg 379**

**Answer questions 1-7 (pg 383)**

**FINAL RESEARCH PAPER**

* **APA Format**
* **Minimum of 10 pages not including title or reference page**
* **You can choose any ONE of the following :**
  + **Exploring Diversity In your Organization (pg 45- 46)**
  + **The Coca-Cola Company: Then and Now -Writing Assignment Pg 105**
  + **Chick-Fil-A and the Media – Diversity on the Web Pg 323**

**Total 150 points**

A = 90-100%

B = 80-89%

C = 70-79%

D = 60-69%

F = below 59%

**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

*This syllabus subject to change with one-week notice to students*

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| --- | --- | --- |
| **Week** | **Topics Covered** | **Reading and Homework** |
| Nov 12 – Nov 19 | Introduction  UNDERSTANDING INDIVIDUAL PERSPECTIVES OF DIVERSITY  Section I  **Post Individual Biographies** | Chapters 1 - 4 |
| Nov 26 – Dec 2 | UNDERSTANDING INDIVIDUAL PERSPECTIVES OF DIVERSITY  Section I | Chapters 5 - 7 |
| Dec 3 – Dec 9 | UNDERSTANDING INDIVIDUAL PERSPECTIVES OF DIVERSITY  Section I  **Answer DQ 5 Pts** | Chapters 8 – 10  **1st Assignment Due**   1. **Pg 48 - Pitney Bowe’s Case: A Legacy of Diversity Management**   **Answer questions 1- 5 (pg 55)** |
| Dec 10 – Dec 16 | **SECTION II Understanding the Primary Dimensions of Diversity: Race & Ethnicity** | Chapters 13- 15 |
| Dec 17- Jan 6 | **Section III Understanding The Primary Dimensions of Diversity: Age, Gender, Sexual Orientation, and Physical and Mental Challenges**  **Answer DQ 5 Pts** | Chapters 17, 19, 21, |
| Jan 7 – Jan 13 | **Section IV Understanding The Secondary Dimensions of Diversity: Social Class, Religion, Appearance/ Weight, Language/Communication and Military Service** | Chapters 29, 30, 35  **2nd Assignment Study Due**   1. **PG 158 - Professor On Wheels: A Case of Disability & Diversity Answer questions 1- 6 (pg 163 )** |
| Jan 14 – Jan 20 | **SECTION VI Managing Organizational Change and Diversity: Current Issues**  **Answer DQ 5 Pts** | Chapters 45, 46, 49 , |
| Jan 21 – Jan 27 | **SECTION VI Managing Organizational Change and Diversity: Current Issues** | Chapters 47 & 48 |
| Jan 28 – Feb 3 | **SECTION V Managing Diversity in Terms of the Ethical, Legal, Media and Marketing Issues**  **Answer DQ 5Pts** | Chapters 37, 38, 40  **3rd Assignment Due**   1. **A Case of Harrassment, Discrimination or Bullying? Pg 379**   **Answer questions 1-7 (pg 383)** |
| Feb 4 – Feb 10 | **SECTION V Managing Diversity in Terms of the Ethical, Legal, Media and Marketing Issues** | Chapters 40, 41 & 42  **FINAL RESEARCH PROJECT DUE – 50 pts** |
| Feb 11- Feb 16 | **SECTION VII Capstone Experiences for Understanding and Managing DiversitY**  **Answer DQ 5 pts** | \*All final work submitted |
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\* Not accepted late

# 19. ADDITIONAL INFORMATION

Faculty may add additional information if desired.