**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**

**:** Fall 2025 2

**Instructor**

**:** Dr. Tonny Strange, Ed.D

**Office Phone Number/Cell #**

**:** 907-378-5876

**WBU Email Address**

**:** stranget@wbu.edu

**Office Hours, Building, and Location**

**:** Monday to Thursday, 9:00 to 3:00 pm

**Class Meeting Time and Location**

**:** WBUonline

**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

**Textbook Information**

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

**:**

| **BOOK** | **AUTHOR** | **ED** | **YEAR** | **PUBLISHER** | **ISBN#** |
| --- | --- | --- | --- | --- | --- |
| Understanding and Managing Diversity | Harvey/Allard | 7th | 2024 | Pearson | 9780-13817-4057 |

*If this is an UNDERGRAD class the textbook for this course is part of the* ***Pioneer Academic Access Program****. You will have access to an eBook and interactive learning material on the first day of class through your Blackboard course site. If the course requires a physical book you can order at bookstore.wbu.edu. The cost of all your materials are billed to your student account at $26.00 per credit hour. You can choose to opt-out, however if you do you will lose access to* ***all******classes/materials*** *and have to source through third party vendors You will be notified via email with access instructions and additional information. If you are in a GRADUATE class you will have an Automatic eBook which is billed directly to your student account or a physical book that can be purchased at bookstore.wbu.edu.  If you do not wish to participate in the Automatic eBook program, you will have the first week of class to opt-out of the program (additional details will be outlined in your email instructions).*

**Optional Materials**

**:** None

**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**

**Academic Integrity**

**:**

[Link to Statement on Academic Integrity](https://www.wbu.edu/academics/writing-center/Academic%20Integrity%20Statement%20Pol%208.4.1%20Attch%20Oct%2020222.pdf)

**Artificial Intelligence:** 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: Choose A, B or C and delete the others.

* 1. **Generative AI tools usage encouraged and may be actively assigned in coursework.**
     1. Use of generative AI tools is actively encouraged and incorporated in to specific assignments for this course.
     2. Use of generative AI tools for assignments in brainstorming, content understanding, or revision to work is perfectly acceptable if cited and referenced properly in any submitted work for the course.
     3. Use of generative AI is encouraged as long as students understand the use of generative AI in the course is to be an assistance tool and not the generator of assignments and submitted work. Ultimately, all submitted work must still reflect student’s own work, understanding, and analysis.
     4. Specific parameters for generative AI usage provided by the instructor.
     5. Any use of generative AI tools outside of the approved instructor parameters will be considered a form of plagiarism and academic dishonesty.

**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.

**Course Requirements and Grading Criteria**

Weekly Discussion Required

Case Studies (4) 100 Points each

Evaluation Criteria for Case Studies:

## **1. Case Content & Context**

* **Clarity of Scenario** – Is the situation described clearly, with enough background to understand the problem?
* **Relevance** – Does the case align with the course objectives or professional competencies being assessed?
* **Completeness of Facts** – Are key details (client demographics, history, setting, challenges) included without being excessive?
* **Realism** – Does the case reflect authentic, plausible circumstances encountered in practice?

## **2. Problem Identification**

* **Recognition of Core Issues** – Are the main challenges or conflicts identified accurately?
* **Depth of Understanding** – Does the evaluation move beyond surface details to underlying causes or dynamics?
* **Prioritization** – Are the most critical issues distinguished from less relevant ones?

**3.Solutions & Recommendations**

* **Feasibility** – Are recommendations realistic given the case constraints (resources, setting, client readiness)?
* **Specificity** – Are interventions or action steps clearly described rather than vague?
* **Measurable Outcomes** – Are desired results defined in observable, measurable terms?
* **Ethical Soundness** – Do the recommendations align with ethical codes and legal requirements?

**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**

October 19 Introduction

Section I

Reading Assignments Articles 1 - 8

Discussion Board

October 26 Section II

Reading Assignments 11 – 15

Discussion Board

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

Upload on Blackboard

November 2 Section III

Reading Assignments 16 – 22

Discussion Board

November 9 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

November 16 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

November 23 Section VI

Reading Assignments 45 - 50

Discussion Board

Thanksgiving Break

December 7 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