**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 2025

**Instructor**

**:** Dr. Melody Bourne

**Office Phone Number/Cell #**

**:** 770-713-1139

**WBU Email Address**

**:** Melody.bourne@wayland.wbu.edu

**Office Hours, Building, and Location**

**:** <<Ex. Office Hours 1-3 p.m. MWF; 2-4 TT; NBB, Room 113>>

**Class Meeting Time and Location**

**:** asynchronous within Blackboard course management system

**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**

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

**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. **No use of any generative AI tools permitted.**
     1. 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 ChatGPT will be in immediate violation of the academic integrity policies for the course and WBU.
     2. All assignments must be fully created, designed, and prepared by the student(s).

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.

**Course Requirements and Grading Criteria**

**1. Discussion Board Forums each week (40 points each) = 320 total points**

**2. Weekly Written Assignments (100 points each) = 700 total points**

**3. Final Research Paper = 300 points**

**Discussion Board Requirements:**

**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. The suggested word count is 500 words. Initial posts are due NLT Friday nights by 11:55 pm.**

**Peer Responses: comments should extend and deepen meaningful conversation and may include a follow-up question. The suggested word count is 200 or more words.**

**Written Assignments and Final Research Paper: all written assignments are expected to be original work and written in APA format with scholarly reference(s).**

**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. All assignments will be submitted on a word document.**

**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 micro-term 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 1:**

1. Discussion Board Introduction
2. Discussion Board Forum 1
3. Readings: Students will refer to text Understanding and Managing Diversity as well as outside resources
4. Review Subject Matter Links
5. Written Assignment

**Week 2:**

1. Discussion Board Forum 2
2. Readings: Students will refer to text Understanding and Managing Diversity as well as outside resources
3. Review Subject Matter Links
4. Written Assignment

**Week 3:**

1. Discussion Board Forum 3
2. Readings: Students will refer to text Understanding and Managing Diversity as well as outside resources
3. Review Subject Matter Links
4. Written Assignment

**Week 4:**

1. Discussion Board Forum 4
2. Readings: Students will refer to text Understanding and Managing Diversity as well as outside resources
3. Review Subject Matter Links
4. Written Assignment

**Week 5:**

1. Discussion Board Forum 5
2. Readings: Students will refer to text Understanding and Managing Diversity as well as outside resources
3. Review Subject Matter Links
4. Written Assignment

**Week 6:**

1. Discussion Board Forum 6
2. Readings: Students will refer to text Understanding and Managing Diversity as well as outside resources
3. Review Subject Matter Links
4. Written Assignment

**Week 7:**

1. Discussion Board Forum 7
2. Readings: Students will refer to text Understanding and Managing Diversity as well as outside resources
3. Review Subject Matter Links
4. Written Assignment

**Week 8:**

1. Discussion Board Forum 8
2. Readings: Students will refer to text Understanding and Managing Diversity as well as outside resources
3. Review Subject Matter Links
4. Final Research Paper