Fall, 2011

Tuesday 7:15 p.m. – 10:05 p.m. Hickman Hall Room 214

Instructor: Darcel Lowery

Phone: (908) 252-5103 E-mail: <u>dlowr@allstate.com</u> Office Hour: by appointment

Required Text

Bell, Myrtle P. (2009). Diversity in Organizations

Course Pack (compilation of related articles to be used for class discussions)
Available on SAKAI

Learning Objectives:

This class relates to the overall objectives of a liberal arts education in the social science area. "A Rutgers University SAS graduate will be able to:

- "Understand the bases and development of human and societal endeavors across time and place." Throughout this course you will explore the issues, challenges, and opportunities related to a diverse workforce. The importance of leveraging diversity in the workplace will be examined as well as examining individual cultural values, biases, and behaviors.
- "Apply concepts about human and social behavior to particular questions, issues, or situations." This course focuses on giving students opportunities to get familiar with real-world diversity issues and problems in the workplace. As the workforce becomes increasingly diverse, it is imperative that we learn how to listen and understand people from different group identities who may bring different, but equally valuable, points of view to the workplace. In an attempt to help us understand the origins and perpetuations of our biases, prejudices, and perceptions, informed opinions, observations, and curiosity will not only be solicited but welcomed

It is important that students keep in mind that all cultures have their own in-group and out-group prejudices and stereotypes. By raising the level of awareness of certain issues we hope to develop an attitude of tolerance and inclusion.

Grading Policy

Grades will be based on two exams, a team project (group case analysis), and class participation.

•	Exam 1 (midterm)	30%
•	Exam 2 (final)	30%
•	Group Case Analysis	30%
	o Paper	
	 Presentation/Individual Case 	
•	Participation	10%

Exams

Both midterm and final exam will be a combination of multiple choice questions, short answer questions and essay questions. The final is not cumulative.

Group Case Analysis

Students will be divided into groups. Each group must submit one group case analysis in writing on a diversity topic. Groups are to make and announce selection by the end of the fourth class. Each group is to write a 10- page paper analyzing their case.

You can use and cite materials in related readings assigned during the semester. You are also expected to find additional information from other sources, e.g. academic journals, industry periodicals, and/or books.

All papers are due Tuesday, November 15. All presentations are to be given on Tuesday, November 29, December 6, and December 13. Presentations should be approximately 30 minutes each.

Class Participation

The participation portion of your grade will be based on your contribution to class discussions using the required readings. Participation is also determined by your involvement in all of your group's activities, in class, and homework assignments.

Missed Exams, Papers, and Presentations

Students are expected to attend all classes; if you expect to miss one or two classes, please use the University absence reporting website https://sims.rutgers.edu/ssra/ to indicate the date and reason for your absence. An email is automatically sent to me.

Please note: My policy for missed exams, papers, and presentations:

No make-up exams will be permitted unless the instructor is advised of a valid excuse **prior** to the exam or due date. Make up exams will only be granted with a legitimate excuse. Failure to take the exam at the appointed time will result in an "0" for that exam. Failure to submit case analyses at the appointed time will result in an "0" for the case analysis portion of the grade.

Attendance

Attendance is critical in this class because much of the learning comes from interaction of the students through class discussion. Therefore, class attendance is expected each day of class. If for some reason a student is not able to attend a class, it is expected that the student discuss the absence with the instructor, ahead of time, if possible.

Changes

This course is expected to follow the syllabus as written, however situations may arise where it is reasonable to make changes. Those changes will be discussed and made during class.

CLASS SCHEDULE AND ASSIGNMENTS

Class	Date	Topic	Assignment
1	Sept 6	Overview/Introduction	Get a head start on your reading
2	Sept 13	Leveraging Diversity	Required reading: Chapter 1 Diversity Finds its Place Reaching For Diversity Diversity's Business Case
3	Sept 20	Our World View FORM GROUPS	Required reading: Our Culture Influences Who We Are and How We View Social Behavior
4	Sept 27	Theories and Thinking about Diversity GROUP ASSIGNMENT	Required reading: Chapter 3 A Bias that's skin Theories of Prejudice Race Prejudice as a
5	Oct 4	Affirmative Action Legislation	Required reading: Chapter 2 Handout Catch-up on ABOVE
6	Oct 11	VIDEO REVIEW	
7	Oct 18	MIDTERM	

8	Oct 25	African Americans Whites/European Americans	Required reading: Chapter 4 and 7 Black Caucus Group No More Crude at Texaco Bringing Diversity to
9	Nov 1	Latinos American Indians, Alaska Natives, and Multiracial Group Members	Required reading: Chapters 5 and 8 Strength in Numbers
10	Nov 8	Asian Americans Age	Required reading: Chapter 6 and 11 An Age Old Problem
11	Nov 15	Sexual Orientation Religion ALL WRITTEN RESEARCH DUE	Required reading: Chapter 10 and 15 Showing Good Faith Religion vs Sexual From Whispers to
12	Nov 22	THANKSGIVING	
13	Nov 29	Sex and Gender Weight and Appearance GROUP PRESENTATIONS	Required reading Chapter 9 and 14 Why Women Still Don't
14	Dec 6	Physical and Mental Ability GROUP PRESENTATIONS	Required reading: Chap 12 Hiring People with

15	Dec 13	Work and Family	Required reading: * Chap 13
16	Dec 20	FINAL	