RUTGERS
School of Management
and Labor Relations

Syllabus
Religion in the Workplace
37:575:391

Department of Labor and Employment Relations

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Get Help:

- **Using Person Learning Studio (eCollege) platform:**
  Using course tools or addressing exam issues.
  Call toll free 24 hours a day, 7 days a week: 877- 7RUTGER (877-778-8437)
  Email: help@ecollege.rutgers.edu
  Staff members are waiting to assist you. Do not contact your instructor.
  She cannot solve your computer problems!
- **NetID or Rutgers email problems:** Call 732-445-HELP (4357)
- **Problems logging into the course:** Call Monday through Friday 9 am – 5 pm: 732-932-4702

Objectives

This course offers students the opportunity to study and synthesize material on contemporary topics and perspectives:

- religious diversity in the 21st century workplace
- employee rights, discrimination and legal remedies
- religious beliefs and worker needs of the most popular global religions
- difference between religion and spirituality in the workplace
- privilege of those who identify with the dominate US culture's religion
- special topics in the 21st century workplace and civil society:
  - Faith, Civil Rights and Gay People
  - Post 9/11 Discrimination of Muslims and Arabs
  - Differences in Today's Workplace Environments

Association with LSER Objectives

This course relates to specific Department of Labor and Employment Relations overall educational objectives.

A Rutgers University SAS graduate will be able to:

Demonstrate an understanding of the perspectives, theories, and concepts in the field of labor and employment relations.

Make an argument about a matter in this field using contemporary and/or historical evidence.

Analyze and synthesize information and ideas from multiple sources to generate new insights.

Work productively in teams, in social networks, and on an individual basis.

Course Topic by Week

Week 1: Course Orientation; Foundation Topics
Week 2: National & Global Perspectives
Week 3: Legal Aspects of Religion in the Workplace
Week 4: Employee Beliefs and Associated Needs
Week 5: Contemporary Workplace Issues
Week 6: Exam & Learning Community Commenting

Course Requirements

The course involves:

Reading, Audio/Video Assignments

Students read text chapter excerpts, journal articles and material on the Internet. Students are also required to watch video and listen to audio presentations. All required reading/audio/video is already uploaded into the course or an Internet link is provided.

Key texts from which course content is presented:

Bell, M. P. (2007). *Diversity in Organizations*, Thompson South-Western, Mason, OH.

Gregory, R. F. (2011). *Encountering Religion in the Workplace*, Cornell University Press, Ithaca:NY.

Carr-Ruffino, N. (2009). *Managing Diversity: People Skills for a Multicultural Workplace*, 8th ed., Pearson Publishing, New York: NY.

Exams on Required Material

There are two exams on required material (reading/audio/video). Exam questions involve true/false, matching, and multiple choice answers.

Exam weeks: 2 and 6.
Exam #1: Is scheduled to be taken week 2. Students will complete the exam anytime during a 4 day open period. Check your calendar on the days the exam is open during week 6. The exam cannot be taken once it has closed. Exam #1 Worth: 45 points

Exam #2: Is scheduled for week 6, the last week of the course. Exam #2 will be available to complete anytime during a 3 day period. Check your calendar on the days the exam is open during week 6. The exam cannot be taken once it has closed. Exam #2 Worth: 70 points

For either exam: Once a student begins an exam he/she must complete the assessment in 60 minutes. Once the 60 minute period passes, the student is locked out of the exam.

Personal Profile

Students develop a profile introducing themselves to their learning community by reflecting on course topics. Students follow directions provided in the course and upload their profile into their learning community's blog area.
Assignment worth: 40 points.

Length, Frequency, Due Date, Late Assignment:
Maximum 500 word profile. A student's profile must be available no later than 11:59 pm the last day of week 2. Check course calendar for the exact date. A deduction of 10% (one letter grade) will be applied if date and time is missed within 24 hours; a 50% penalty will be applied for 25 to 48 hours late. No assignments will be accepted after a 48 hour period.

Grading:
The writing assignment is graded week 3. Check calendar for exact date points are available in a student's gradebook.
Students must identify and discuss at least two course topics as they relate to their lives to earn the full 40 points. Absence of reflection on at least 2 course related topics reduces the amount of points a student can earn on this introductory assignment to 20 points.

Writing Assignment

Students choose a concept or a subtopic associated with material being addressed weeks 2 – 5. Students reflect on material, locate material through the Rutgers Library or on the Internet to explain, support, expand upon, and/or provide an example of the concept/subtopic. Instructions for developing the writing

assignment are available in the course.
Assignment worth: 130 points

Length, Frequency, Due Date, Late Assignment:
Maximum 500 word overview of topic; maximum 150 word opinion statement; at least 2 citations of high quality material used to develop the overview. Writing must be available for instructor and learning community review no later than 11:59 pm the last day of week 4. Check course calendar for the exact date.

A deduction of 10% (one letter grade) will be applied if date and time is missed within 24 hours; a 50% penalty will be applied for 25 to 48 hours late. No assignments will be accepted after a 48 hour period.

Grading:
The writing assignment is graded week 5. Check calendar for exact date points/grade are available in a student's gradebook.

Students are graded on:
Clarity in communicating reflection and critical thinking on topic/material selected to review; relevancy and accuracy of content; and acknowledgement of original concept sources (must be at least 2 sources used as a base from which writing assignment is based).

Knowledge of subject matter must be evident, not simply a student's opinion on a topic. Point deductions are associated when best practices criteria are not met.

Peer Comments on Writing Assignment

Students reflect on the content of each other's writing assignment and course material associated with content. Students provide insights and material to defend their position on the topic or expand on the entry. Worth: 45 points

Frequency, Due Date and Late Comments: Students are required to make a minimum of 3 comments on 3 separate writing assignments submitted by learning community members. Comments can be made anytime weeks 5 – 6. See course calendar for last date and time for peer comments. Comments made after the week 6 date and time deadline will not be counted. No exceptions.

Grading:
Peer comments on writing assignments will be graded end of week 6. Check calendar for exact date points/grade are available in a student's gradebook.

Students are graded on:
Meeting minimum number of comments. Quality of comment: reflection on writing assignment overview contents and course material is evident.

Criteria for context and mechanics – writing assignments and peer comments
Students are required to pay attention to grammar, spelling, and sentence structure and as well as the manner in which ideas/thoughts are expressed and presented. Content must be appropriate for an academic assignment. Flaming a peer will result in removal of a comment. No points will be earned.

Grading

A final grade is based on a 330 point system. Each assignment is worth a specific number of points. Total points accumulated determines final course grade.

Outstanding	Good	Satisfactory
330 - 297 Points = A	296 – 288 Points = B+	263 - 254 Points = C+
	287 - 264 Points = B	253 - 231 Points = C

Poor 230 – 198 Points = D; 197 points and below = F

Item % of Grade	Assignment and Associated Points
Personal Profile **12%**	**Introduction Assignment** **Worth:** 40 points
Writing Assignment **39%**	**Topic Investigation Writing Assignment** **Worth:** 130 points
Learning Community Comments **14%**	Three (3) well developed comments on 3 separate learning community writing assignments **Worth:** 45 points
Assessments **35%**	**Exam 1** **Worth:** 45 points **Exam 2** **Worth** 70 points **Total:** 115 points
100%	**TOTAL 330 points**

Course Policies

Class Sessions

1. The course week begins on **MONDAYS.**
   For spring 2012 semester:
   Students are expected to enter the course on Monday, January 30.

   The last day students will be expected to log into the course prior to final grades being posted is March 9.
2. A weekly message will be sent to each student as well as uploaded into the course weekly messages file in document sharing by **10 am MONDAYS**. Comments from your instructor and additional Information about content or assignment procedure is available within the weekly message.
3. Each course week is 7 days in length (Monday – Sunday). Students may enter the course and engage in coursework at any time 24 hours a day, 7 days a week.

Extra Credit

There is one way to earn extra credit. The maximum amount of extra credit a student can earn in this course is 10 points.

Students can earn extra credit when a learning community member recommends ("Likes") his/her writing assignment contents. A student cannot "Like" his/her own writing assignment. A total of 10 points can be earned for learning community members recommending a writing assignment. Extra credit will be applied upon the deadline for all comments to be made (week 6.)

Checking Email

Instructor's Email Checking Policy Unless students receive advance notification, your instructor will check her email by 9:00 am Eastern Time, Monday - Friday. If a student sends a comment or question, the student will receive a response within 24 hours. This policy excludes Saturday/Sunday and spring break.

Students Email Checking Policy It is the responsibility of the student to check for incoming course related messages at least twice a week. Remember: Each student will receive a weekly message from his/her instructor on **MONDAY mornings**.

Course Content, Activities, Assignments

** List indicates the major resources on which students will be assessed. Additional recommended resources are often available.

Week 1

Course Orientation

Print
Critical Tips for Successfully Completing this Course
What is A Learning Community and How Can I Benefit from this Community?

Video
Overview of Course Content & Assignments

Student Thoughts
What Would You Like to Learn in A Course on Religion in the Workplace?

Foundation Concepts

Topics

Diversity Foundation Concepts:
Diversity in the Workplace, Religion as a Dimension of Diversity, Inclusion, Difference between Tolerance and Inclusion

Common Myths & Realities about Religion in the US and in US Workplaces

Resources

Print
Excerpts:
Managing Diversity: People Skills for a Multicultural Workplace
Myths & Realities
Chapter 16: Working with Persons from Diverse Religions., p. 576 – 578.

Stereotypes, Prejudice, Discrimination – What's the Difference?
Chapter 4: Stereotyping & Prejudice: How and Why They Occur, p. 102 – 103

Videos
Course Content Videos
Diversity Foundation Concepts Parts I & II
Student Thoughts
Why We Don't Talk About Religion in the Workplace

Activity

Class Poll #1

Assignment

Creating a Personal Profile (due end of week 2)

Week 2

National and Global Perspectives

Topics

Religion in the US and Global Society

Religion and Spirituality in the Workplace: Similarities and Differences

US Dominate Culture, Religious Difference and Christian Privilege

Resources

Print
Excerpts:

Encountering Religion in the Workplace: The Legal Rights and Responsibilities of Workers and Employees

Chapter 1: Is There A Place for Religion in the Workplace? p. 10 - 14.

Fairchild, E. E. (Spring, 2009). Christian Privilege, History, and Trends in US Religion. *New Directions for Student Services*, No 125. p. 5 – 8.

Marqyues, J. , Dhiman, S., King, R. (2007). Chapter 1: Meaning of Spirituality in the Workplace in *Spirituality in the Workplace*, Personhood Press, Fawnskin, CA. Section: Spirituality vs. Religion, p. 10 -12.

Internet Resources:

US Department of State
US Religious Landscape Is Marked by Diversity and Change
For Full Report Discussed in the Above Article

Pew Forum on Religion and Public Life, 2008
US Religious Landscape Survey: Religion Diverse and Dynamic

United Nations
Article 18 of the Universal Declaration of Human Rights

Graphics with Text:

Adherents.com
Major Religions of the World Ranked by Number of Adherents, 2007

Maps of the World. com
Major Religions Around the World – World Countries and their Major Religions

Video

Student Thoughts

A Global Vision of Religion & Diversity in the Workplace

Perspective Taking: Bringing One's Religion and/or Spirituality into the Workplace

PBS
How Religion Divides Us and Unites Us, 2010
A Conversation with Robert Putnam, Harvard University

Activity

Class Poll #2

Assignment

Exam #1

Week 3

Legal Aspects of Religion in the Workplace

Topics

Employee Rights & Workplace Discrimination
The Special Exception: Faith Based Initiatives

Resources

Print

Encountering Religion in the Workplace

Chapter 9: Workplace Discrimination and Certain Religious Groups, p. 99 -114.
Chapter addresses: Atheists, Catholics, Christian Fundamentalists, Jehovah's Witness, Jews, Mormons, Muslims, Native Americans, Seventh-day Adventists

Internet Resources:

US EEOC
Religious Discrimination (home page)
Fact Sheet: Questions and Answers: Religious Discrimination in the Workplace

American-Defamation League; First Amendment Center
Charitable Choice and the Faith-Based Initiative: Implications for Discrimination

Video

Course Content Videos

Interview with James Cooney, Esq., LSER Faculty
Part I: Legal Reflections: Comments and Examples on Religious Discrimination in the Workplace

Part II: Legal Reflections: Comments and Examples on Employee Accommodation

Part III: Faith Based Initiatives

Part IV: Discrimination and Atheists

Audio

NPR
Ex-Staffers Sue Salvation Army Over Religious Bias

Judge: Use of Religion in Hiring Decisions OK

Week 4

Increasing Awareness: Employee Beliefs and Associated Needs

Topics

Religious Beliefs & Expression
Accommodation & Considerations

Resources

Print

Managing Diversity: People Skills for a Multicultural Workplace
Chapter 16: Working with Persons from Diverse Religions

Major Religions in the US: Beliefs, Practices and Workplace Accommodations, p. 582 – 617.

Workplace Religious Expression and Considerations by Religious Affiliation, p. 618 – 623.
Jewish, Christian, Muslim, Hindu, Buddhist

Video

Student Thoughts

Stereotypes about My Religion
Working in an Organization Where Beliefs Differ
I Changed My Religious Beliefs

Activity

Pew Forum on Religion & Public Life
Religious Knowledge Quiz

Assignment

Writing Assignment #1

Week 5

Contemporary Workplace Issues

Topics

Faith, Civil Rights and Gay People

Post 9/11 Discrimination of Muslims and Arabs

Workplace Environments: The Challenging to the Inclusive

Resources

Print

Excerpts:

Diversity in Organizations

Chapter 10: Religion
Religion and Sexual Orientation Diversity at Work, p. 303 – 309.

Arab Americans and Muslims in the US; Racial Profiling Against Arabs (or People Who Look as Though They Might Be Arab), p. 297 – 298.

Encountering Religion in the Workplace
Chapter 19: Some Additional Issues
Opposition to Homosexuality Based on Religious Principles p. 235 – 237.

SHRM (2008). Report: Religion and Corporate Culture: Accommodating Religious Diversity in the Workplace

Internet Resources:

EEOC
Questions and Answers About the Workplace Rights of Muslims, Arabs, South Asians, and Sikhs Under EEOC Laws
DiversityInc.
Ali, S (December 23, 2010). The Last Office Taboo

Video

CBS News
Keeping the Faith While at Work

Audio

NPR
3 Part Series:
Part I: Firms Turn to Religion to Keep Workers Happy
Part II: Religious Initiatives Make Workplace Hostile for Some
Part III: When Faith Clashes with Corporate Policy

Assignment

Read, Consider, and Comment on Peer Writing Assignments

Week 6

Assessment and Learning Community Interaction

Assignments

Exam #2 – Last 3 days of the 6 week period – check calendar

Final Week to:

Enter comments on learning community writing assignments

Recommend A High Quality Writing Assignment
(Ten points extra credit for students whose writing assignment is recommended)

Activities

Complete Teaching Evaluation Survey

Religion in the Workplace

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January 2012

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	**2**	**3**	**4**	**5**	**6**	7
8	**9**	**10**	**11**	**12**	**13**	14
15	**16**	**17** **Spring Semester Begins**	**18**	**19**	**20**	21
22	**23**	**24**	**25**	**26**	**27**	28
29	**30** **Week 1** **Topic:** **Course Orientation & Foundation Concepts**	**31**				

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February 2012						
Sunday	**Monday**	**Tuesday**	**Wednesday**	**Thursday**	**Friday**	**Saturday**
			1	**2**	**3**	4
5	**6** **Week 2** **Topic:** **National & Global Perspectives**	**7**	**8**	**9**	**10** Exam #1 Opens	11
12 DUE Exam #1 Closes Personal Profile in blog area	**13** **Week 3** **Topic:** **Legal Aspects of Religion in the Workplace** *Exam points and answers available*	**14**	**15**	**16**	**17**	18
19 *Personal Profile points in gradebook*	**20** **Week 4** **Topic:** **Increasing Awareness: Employee Beliefs and Associated Needs**	**21**	**22**	**23**	**24**	25
26 DUE Writing Assignment	**27** **Week 5** **Topic:** **Contemporary Workplace Issues**	**28**	**29**			

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March 2012

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	**2**	3
4 *Points/grade for Writing Assignment available in gradebook*	**5** **Week 6** **Topic:** **Assessment and Learning Community Interaction**	**6** Exam #2 Opens	**7**	**8**	**9** DUE Exam #2 Closes All comments on peer writing assignments. (Minimum of 3)	10 *Exam #2 points available*
11	**12**	**13**	**14** **Spring Break**	**15**	16	17
18	**19**	**20** **Points for comments and** *Final grade available in gradebook*	**21**	**22**	**23**	24
25	**26**	**27**	**28**	**29**	**30**	31