

STEREOTYPES AT WORK

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Department of Labor Studies and Employment Relations
School of Management and Labor Relations
Rutgers: The State University of New Jersey

Instructor: Akhila Naik
Classroom: Room 133 Labor Education Center

COURSE OVERVIEW

In this course, students examine the concept of stereotypes and understand its impact on the workforce. We analyze what are stereotypes? How do they surface in the workplace? Do organizations deal with it effectively? Does it impact the work environment? Is today's global economy equipped to overcome challenges of a diverse workforce? What are some lessons learnt?

Students will build on their abilities of critical thinking, writing skills, and evidence based research. Through course readings, multimedia streaming, class discussion, papers and presentations, students will gain a deeper understanding of the impact of stereotypes in the workplace.

COURSE REQUIREMENTS & GRADING

There are five requirements and the grading rubric is as follows:

Course Requirement	% Percentage of Final Course Grade
Class Participation	20%
Paper 1	25%
Paper 2	30%
Presentation	25%
Total	100%

All assignments must be completed to receive credit for this course. In accordance with the Rutgers University letter grade and grade point system, your final grade will be calculated as follows:

RU Letter Grade	% Percentage
A	90%
B+	87%
B	80%
C+	77%
C	70%
D	67%
F	Below 67%

Class Participation: (20% of final grade):

This course uses a discussion-based format to improve comprehension of reading materials and analytic skills development throughout the semester. Students are expected to read and understand ALL assigned texts *carefully* and work through the complexities of readings prior to class. Within class discussions, students are encouraged to participate actively by sharing insightful and constructive comments. In part, class discussions are venues for student's to hone their abilities of constructing and articulating a critical analysis of texts.

Since class discussions are significant component of the learning process as well as the overall grade, attendance is mandatory. However, if a class session has to be missed due to an emergency, please send an email prior to class and report to the Rutgers Absence Reporting System. Class instruction will begin promptly at the time specified and will not be repeated, as such it is important to arrive ON TIME. Walking in and out of a session is highly discouraged. Of course, emergencies arise, please be respectful to other students and exercise common sense. In addition, please send an email prior to class about any late arrivals or early departures from class. Unexcused absences, late arrivals, early departures will result in no participation points for that class session. With the exception of a break at the halfway point, students are expected to remain in class for the entirety of the session.

Do bring a notebook to write your notes in. Use of laptops and mobile devices during class is not permitted. Cell phones, which must be on "silent" mode (no audible ringtones) and not used at all during class. Students violating this technology policy will receive no participation points for the class session. This includes but is not limited to surfing the web, email, and disruptions to the class. Lastly, students are not permitted to record, videotape, or photograph any class session without consent and authorization of the professor and their classmates. These guidelines are in place to establish an inclusive and fruitful learning environment.

Papers 1 & 2: (25% and 30% of final grade)

Writing is a process of thinking and an exercise in clarifying unformulated ideas. The course offers multiple opportunities for students to improve both their abilities of critical thinking and writing skills. The papers are designed for students to express themselves effectively and receive constructive feedback for improvement.

For each paper the topics will be announced, (1) discuss the issue and incorporate the readings assigned for that week, (2) formulate a question in relation to the issue, and (3) proceed to answer that question. Use no more than 250 words for Paper 1 and 500 words for Paper 2. Do use Times New Roman, font size 12, double spaced and margins 1 inch on all sides.

The writing should be clear, concise, and convincing. The paper should not merely be a response, but a carefully reasoned critique. Please submit your paper using SAKAI and Turnitin.com no later than Monday at noon (the day prior to class). Late submissions will not be accepted.

Presentation (Group): (25% of final grade)

Each student will have the opportunity to participate in a collaborative learning exercise. The specific prompts for the group presentation will be shared separately. During this session, groups and selection of respective presentation days will be determined by random assignment. The group presentation involves applying the course readings and discussions in a PowerPoint presentation.

Extra Credit:

Additional opportunities for learning the course objectives can be made available. These are reserved for students who demonstrate an improvement over the course yet remain at a grade level of C or below. Towards the end of the semester, these extra assignments will be made available at the professor's discretion.

ACADEMIC INTEGRITY

Violations of academic integrity are not tolerated in this course, all other courses at Rutgers, or at any institution of higher learning. Academic dishonesty, whether intentional or unintentional, has serious consequences. Please review Rutgers University's Academic Integrity website at: <http://academicintegrity.rutgers.edu/> to understand how to avoid violations of academic integrity (see links on left menu of homepage).

ASSIGNMENT POLICIES:

Late Papers, Make-ups and Incompletes: There are no make-ups allowed unless there is an emergency due to the short time frame of the class meetings. Incompletes for the course are given only in the case of a documented medical or family emergency. In these documented cases, an incomplete is only available if you have completed both Paper 1 and Paper 2 of the course assignments.

COURSE READINGS

Please study each work with attention to the following questions:

1. What is the main point? What are related secondary issues?
2. How do we assess its veracity? What evidence supports the main argument?

It is highly recommended to stay on top of readings as concepts introduced in each set of weekly texts build upon the previous set. All readings are made available on SAKAI.

WEEK 1

Introductions

In-Class Analytic Exercise

Reading to be completed before class:

Cuddy, A. J., Glick, P., & Beninger, A. (2011). The Dynamics of Warmth and Competence Judgments, and their Outcomes in Organizations. *Research in Organizational Behavior*, 3173-98.

WEEK 2

Jane Elliot Documentary
In-Class Analytic Discussion
Paper 1 due

Reading to be completed before class:

Casad, B. J., & Bryant, W. J. (2016). Addressing Stereotype Threat is Critical to Diversity and Inclusion in Organizational Psychology. *Frontiers in Psychology*, 1-18.

WEEK 3

Stanley Milgram Experiment
Paper 2 due

Reading to be completed before class:

Emerson, K., & Murphy, M. (2014). Identity Threat at Work: How Social Identity Threat and Situational Cues Contribute to Racial and Ethnic Disparities in the Workplace. *Cultural Diversity & Ethnic Minority Psychology*, 20(4), 508-520.

WEEK 4

Motion Picture “Crash”
Group Presentations Begin.

Reading to be completed before class:

Croom, A. M. (2015). Slurs, Stereotypes, and In-Equality: A Critical Review of “How Epithets and Stereotypes are Racially Unequal”. *Language Sciences*, 52(Slurs), 139-154.

WEEK 5

Group Presentations
In-Class Project

Reading to be completed before class:

Malos, S. (2015). Overt Stereotype Biases and Discrimination in the Workplace: Why Haven't We Fixed This by Now? *Employee Responsibilities & Rights Journal*, 27(4), 271-280.