

Working Women in American Society  
Fall - 2016  
Tuesday, 3:00 pm – 5:40pm  
Rutgers University  
At  
Western Monmouth Campus

Instructor: Dianne Mills McKay

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Course Number: 37:575:309:80

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Course Description:

This course examines the experience of American women and work both in the paid workforce and in the home. We will explore how the socialization of girls effects their future employment as women. The role of popular culture, especially media and advertising images, will be examined for the ways in which it perpetuates gender stereotypes. Students will develop an understanding of the current status of women in the workplace and the gender barriers that continue to impede them from reaching full equality. We will discuss issues of work and family and the efforts women make to seek balance in their daily lives. Finally, in this historic year of a woman running for the first time as a major party candidate for President of the United States, we will examine the status and importance of women in politics.

Course Objectives:

Examine the dynamics of working women in American Society.

Determine factors of socialization that impact the status of men and women in our culture.

Evaluate the status of gender equity in the workforce.

Discuss the realities for women/men seeking a good work/life balance.

Explore the 2016 historical position of women in politics.

Core Curriculum Standards:

Analyze the degree to which forms of human differences shape a person's experiences of and perspectives on the world.

Analyze issues of justice across local and global contexts.

### Course Readings:

Newton-Smith, Jay. Broad Influence: How Women are Changing the Way America Works (2016: Time Books)

Sandberg, Sheryl. Lean In: Women Work and the Will to Lead. (2013: Random House)

### Additional Readings:

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“A Fabulous Child’s Story”, Lois Gould

Readings from Workplace Women’s Place: An Anthology (2006) Dubeck and Dunn.

Introduction and Chapters 2, 6, 7, 12, 13, 29

The Price of Motherhood (2010) Crittenden

Readings from Working in America (2015) Wharton

Essays 11, 21, 23, 25

Additional readings may be assigned. The course schedule may be altered at the discretion of the instructor.

### Attendance and Assignments:

Regular attendance is necessary to successfully complete this course. Assignments are due on the dates scheduled in the syllabus. If you cannot complete an assignment on time please see the instructor prior to the scheduled due date for any special consideration. Office hours are available on appointment.

If you have any special needs as a student please speak to the instructor before the second week of class.

All cell phones, pagers and electronic devices must be turned off prior to class. Please make every effort to arrive on time to class and to stay until the class is dismissed.

### Evaluation:

Three Generations of Women and Work in Your Family

This paper will include interviews with your grandmothers, mother and yourself. Your inquiry should include childhood dreams and goals for the future, educational opportunities, cultural messages, roles of men and women, work experience (at home and/or in the office) and messages of encouragement or discouragement from others. Ask your foremothers about changes

that they have seen in the roles of women during their lifetime. Do they envy today's young woman or are they glad they had their life experience. Include your personal education, career and family goals and what advantages or disadvantages you believe your gender may play in their achievement. If you cannot interview your grandmothers or mother, you may select other women from the same age cohort. You may find that you need to research the historical time period of the family member you interview in order to put their experiences into a broader context. Please cite your reference sources.

Paper due 9/27

20%

### Gender Stereotypes in Advertising

Please find four advertisements: one of a man in the workplace, one of a woman in the workplace, one stereotypical male image and one stereotypical female image. Please try to avoid using images from the Internet. Further elements for the paper will be explained in class.

Paper due 10/25

### Woman in Politics

Using Broad Influence for background, write a paper which addresses the importance of women in government. What do you believe that women contribute to the political scene? What is the significance of Hillary Clinton representing the Democratic National Party in the 2016 election? Should she prevail, what expectations do you have for the first woman President? Would a woman as the President of the United States make a difference, if so in what ways?

Paper due 11/01

20%

### Lean In Reactions and Analysis

Answer the questions on the worksheet provided in class. Make two copies of the worksheet, one to be handed in at the beginning of the period and a second copy for the group discussion.

Paper due 11/29

20%

### Final Exam

The exams will include terminology and material from class discussion and readings. The format will largely be short essays.

20%

## Grading Criteria:

A	92-100%
B+	87-91%
B	81-86%
C+	77-80%
C	71-76%
D	65-70%
F	64% and below

## Course Schedule

9/6	Introduction to Working Women in American Society Women's History Pursuit Assign Three Generations of Women paper due 9/27	Read Dubeck pp.1-12 Gould "A Fabulous Child's Story"
9/13	Discuss "A Fabulous Child's Story" Early gender socialization Extra Credit in-class assignment	
9/20	Gender Culture and Socialization From Mother Goddess to Second Class Status View "Gender Wars"	
9/27	Socialization in Schools/ Dateline tapes Sexual Harassment in Schools /Workplace Discussion of Three Generations Paper	Read Dubeck pp.28-36 Shortchanging Girls
10/4	Gendered Structures and their Consequences Gender Stereotypes in Advertising and the Media View "Gender Guise" View "Killing Us Softly"	Begin reading <u>Broad Influence</u> for paper due 11/1
	Assign ad analysis paper due 10/18	

- 10/11 Workplace Inequality – Sex Segregation and Pay Equity Dubeck 73-82  
Sex Segregation &  
Penny Pinch
- 10/18 Legal Issues Impacting Women in Education and the Workplace  
Sexual Harassment and Title IX For next two weeks  
Dubeck pp. 123-141,  
Chap. 12, 13, 14  
Crittendon Price of  
Motherhood  
Working in America  
Essays 11,21,23,25
- 10/25 Problems Facing Working Parents  
Work-life Balance  
Women in politics paper due.  
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- 11/1 Women in Politics  
Discussion of Broad Influence
- 11/8 Discussion of Women in Politics Lean In for 12/29
- 11/15 New Jersey Family Leave Act and the FMLA Dubeck pp. 340-350  
Chap. 29 FMLA
- 11/22 Happy Thanksgiving
- 11/ 29 Hand in completed worksheet and participate in class discussion on Lean In
- 12/6 Review for Final



