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

- religious diversity in the 21st century US and global society; religious diversity in the US workplace
- employee rights, discrimination and legal remedies
- religious beliefs and employment accommodation
- special topics in the 21st century workplace and civil society: Religion and Sexual Orientation Crossover: Religious Fundamentalists and Gay Rights
  Religion, Race and Ethnicity Crossover: Post 9/11 Discrimination
  Today’s Workplace Challenges and Opportunities

Learning Objectives
Labor Studies and Employment Relations Department:
  Analyze the degree to which forms of human difference shape a person’s experience of work. (Goal 6)

School of Management and Labor Relations:
  Evaluate the context of workplace issues, public policies, and management decisions (Goal V).

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

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 videos 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:

Exam
The exam is based on required material (reading/audio/video) weeks 1 and 5. Exam questions involve true/false, multiple choice and short answer questions.

The exam is scheduled for week 6, the last week of the course. The exam will be available to complete anytime during a 3 day period. Check your calendar on the days the exam is open week 6. The exam cannot be taken once it has closed.
Exam Worth: 110 points (33% of final points a student can earn in the course)
Writing Assignment #1: Religion, Society and Employment

Part 1: Personal Profile
As a member of the US society, students introduce themselves to their learning community members by reflecting on and writing about their connection with course topics.

Part 2: Examining News & Views
Students reflect on one or more pieces of contemporary news or editorials/blog contents that have been posted by the instructor. Students offer a brief synopsis and offer their opinion on the topic or specific content featured within the pieces they chose.

Assignment worth: 70 points.

Length, Due Date, Late Assignment
Word limit: Part 1 – 400 words; Part 2 – 500 words. A student’s work must be available in the blog area 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
Part I: Students must identify and discuss at least two course topics as they relate to their lives to earn the full Part I points. Absence of reflection on at least 2 course related topics reduces the amount of points a student can earn in Part I to 20 points.
Part 2 Expectations: Summary statements of news or views piece(s) accurate; opinion directly linked to contents of news/views piece; writing well developed, concise and directions are followed; source information is copied and pasted from listing provided. Complete grading criteria available in the course shell.

The writing assignment is graded week 3. Check calendar for exact date points are available in a student’s gradebook.

Writing Assignment #2: Special Interest Topic
Students choose a subtopic or concept associated with material being addressed weeks 1 – 5. Special topic must be identified by week 3 or the instructor will choose the topic for the student. Students receive an email from the instructor week 4 indicating whether or not the student can move forward with the topic chosen for writing assignment #2.
Students locate material through the Rutgers Library, the Internet or recommended resources in the course 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, Due Date, Late Assignment
Maximum 500 word overview of topic; maximum 250 word opinion statement; at least 3 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 of due date. 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. The writing assignment is graded weeks 6. Check calendar for exact date points are available in a student’s gradebook.

Grading
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 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. Complete grading criteria available in the course shell.

The writing assignment is graded week 6. Check calendar for exact date points/grade are available in a student’s gradebook.

Peer Comments on Writing Assignment #1
Students reflect on the content of each other’s writing assignments and related course material. Students provide insights and material to defend their position on the topic or expand on the contents of the writing assignment. Critical thinking on course material and topics on which the writing assignments are based must be evident.
Worth: 20 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 for writing assignment #1. See course calendar for peer
comment deadlines. Comments made after deadlines will not be counted. No exceptions.

**Grading:**
Students are graded on: Meeting minimum number of comments. Quality of comment: level of excellence in reflecting on writing assignment and course material and clear communication of critical thinking. Personal opinions and experiences must be directly associated with content of writing assignment or course material.

Peer comments on writing assignment #1 graded week 3
Check calendar for exact date points/grade are available in a student’s gradebook.

**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. Complete grading criteria available in the course shell.

**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.

<table>
<thead>
<tr>
<th>Grade</th>
<th>Range</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outstanding</td>
<td>330 - 297 Points = A</td>
<td>330 points</td>
</tr>
<tr>
<td>Good</td>
<td>296 - 288 Points = B+</td>
<td>297 points</td>
</tr>
<tr>
<td></td>
<td>287 - 264 Points = B</td>
<td>288 points</td>
</tr>
<tr>
<td>Satisfactory</td>
<td>263 - 254 Points = C+</td>
<td>264 points</td>
</tr>
<tr>
<td>Poor</td>
<td>230 – 198 Points = D</td>
<td>254 points</td>
</tr>
<tr>
<td></td>
<td>253 - 231 Points = C</td>
<td>231 points</td>
</tr>
<tr>
<td></td>
<td>197 points and below = F</td>
<td>230 points</td>
</tr>
</tbody>
</table>

**Assignment**

<table>
<thead>
<tr>
<th>Assignment</th>
<th>% of Grade</th>
<th>Associated Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Writing Assignments</td>
<td>60%</td>
<td>Writing Assignment #1 worth 70 points</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Writing Assignment #2 worth 130 points</td>
</tr>
<tr>
<td>Reflective Comments</td>
<td>7%</td>
<td>Comments on 3 separate writing assignments</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Writing Assignment #1 worth 20 points</td>
</tr>
</tbody>
</table>

| Final Exam | 33% | 110 points |
| Total      | 100%| 330 points |

**Course Policies**

**Class Sessions**

1. The course week begins on TUESDAYS.
   For fall 2016 semester:
   Students are expected to enter the course on **Tuesday, September 20**.
   The last day students will be expected to log into the course prior to final grades being posted is Sunday, October 30 (or whenever students finish final exam 10/28 – 10/30.)
   - **Week 1**: Tuesday, 9/20 – Monday, 9/26
   - **Week 2**: Tuesday, 9/27 - Monday, 10/3
   - **Week 3**: Tuesday, 10/4 – Monday, 10/10
   - **Week 4**: Tuesday, 10/11 – Monday, 10/17
   - **Week 5**: Tuesday, 10/18 - Monday, 10/24
   - **Week 6**: Tuesday, 10/25 – Sunday, 10/30

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 Tuesdays**. Comments from your instructor and additional information about content or assignment procedure is available within the weekly message. The weekly message is required reading.

3. Each course week is 7 days in length (Tuesday - Monday) – except for week 6. Check calendar. Students may enter the course and engage in coursework at any time 24 hours a day, 7 days a week.

**Extra Credit**

A student can earn up to 10 points when completing the “test yourself” quiz that highlights sample questions that could be on the exam regarding week 1 and 2 required material. To earn the extra credit, students must complete the quiz by
the due date identified in the course calendar.

Checking Email

**Instructor's Email Checking Policy**  Unless students receive advance notification, your instructor will check her email by 10:00 am Eastern Time, Monday-Saturday. If a student sends a comment or question, the student will receive a response within 24 hours. Emails that arrive on Sunday will be answered Monday.

**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 **TUESDAY** mornings.

Course Content, Activities, Assignments

** List indicates the required resources on which students will be assessed.

Additional recommended resources are available for each topic area. Check the week pages in the course.

**Week 1**

**Course Orientation**

**Activity**

Class Poll #1

**Assignment**

Work on Writing Assignment #1 (due week 2)

**Topic  Course Orientation**

**Print**

Syllabus; Calendar

Critical Tips for Successfully Completing this Course

**Video**

Overview Video: Overview of Course Content & Assignments

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

**Foundation Concepts**

**Topic  Diversity Foundation Concepts**

(Diversity in the Workplace, Religion as a Dimension of Diversity, Inclusion, Difference between Tolerance and Inclusion)

**Video**

Instructor Video: Diversity Foundation Concepts Parts I & II

CBS

Religion as Part of Our Identity

Moon Productions

The Psychology of Hate

Joseph Brown, Stanford University

**Print**

*Excerpt: Managing Diversity: People Skills for a Multicultural Workplace*

Chapter 4: Stereotyping & Prejudice: How and Why They Occur

Stereotypes, Prejudice, Discrimination – What’s the Difference?, p. 102 – 103

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

**Print**


Excerpt: Christian Groups Have the Power to Define Normalcy


Excerpt: The Prominence of Religion in the Workplace, p. 705 - 708

Video

Student Thoughts: Why We Don’t Talk About Religion in the Workplace

Week 2
National and Global Perspectives

Activities

Class Poll #2

Assignments

Writing Assignment #1 Due; Test Yourself – Week 1 & 2 Material (extra credit option)

Topic
Changes in Religious Landscape (US and Global)
Print

Excerpt: America’s Changing Religious Landscape, p. 703 - 705

Internet Resources

Interactive Chart
Public Religion Research Institute; American Values Atlas: Religious Affiliation; 2014USA and NJ population by religious affiliation

Pew Research Religion & Public Life Project;
The Religious Affiliation of U.S. Immigrants: Majority Christian, Rising Share of Other Faiths; Major Religions of the World Ranked by Number of Adherents (The Global Religious Landscape); Global Religious Diversity

Video

Washington Post (Interview of Pew Researcher)
Implications of U.S.’s Changing Religious Landscape - Minutes: 5:00

Topic
Perspectives and Realities
United States

Print

Tanenbaum Center for Interreligious Understanding
Excerpt: Introduction and Executive Summary, p. 3 – 10

Wharton, University of Pennsylvania
Separation of Church and Cubicle: Religion in the Workplace , April 30, 2015

Video

CBS
Keeping the Faith While at Work
Student Thoughts
Perspective Taking: Bringing One’s Religious Beliefs into the Workplace

Global

Internet Resource

United Nations
Article 18 of the Universal Declaration of Human Rights

Video

Student Thoughts
A Global Vision of Religion Inclusion & Diversity in the Workplace

Topic
Religious Leaders and Their Involvement with Worker’s Rights

Video

Overview Video: Religion and Worker Justice (Historical perspective of religious leaders involved in
Week 3
Legal Aspects of Religion in the Workplace

Activity
Record choice for Special Topic Writing Assignment #2

Assignment
Read, Consider, and Comment on Learning Community Member’s Writing Assignment #1
(Minimum of 3 well developed and communicated comments)

Overview
Excerpt: The Conflict Between Work and Religion, p. 709 - 710

Overview and Poll #2 Results Discussion PowerPoint

Topic Employee Rights & Workplace Discrimination
Print
Encountering Religion in the Workplace

Internet Resources
US EEOC
EEOC Compliance Manual
Fact Sheet on Religious Garb and Grooming in the Workplace: Rights and Responsibilities

Video
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: Discrimination and Atheists

Week 4
Increasing Awareness: Employee Beliefs and Associated Needs

Activity
Pew Forum on Religion & Public Life
Religious Knowledge Quiz

Topics Religious Beliefs & Expression
Accommodation & Considerations
Print
Managing Diversity: People Skills for a Multicultural Workplace
Chapter 16: Working with Persons from Diverse Religions
Managing Religious Freedom in the Workplace, p. 663 - 669 (Jewish, Christian, Muslim, Hindu, Buddhist)

Internet Resource
PewResearch Religion & Public Life Project
A Portrait of Jewish Americans
Tanenbaum Center for Interreligious Understanding
Atheism in the Workplace

Video
New Moon Productions
Understanding Sikhism
Student Thoughts
Stereotypes about My Religion; Working in an Organization Where Beliefs Differ

Week 5
Contemporary Workplace Issues
Assignment
Writing Assignment #2

Topic  Religion and Sexual Orientation Crossover: Religious Rights and Gay Rights
Print
Excerpts: Diversity in Organizations
Chapter 10: Religion
Encountering Religion in the Workplace
Chapter 19: Some Additional Issues
Opposition to Homosexuality Based on Religious Principles p. 235 – 237.
Audio
NPR
When Faith Clashes with Corporate Policy
Religious Initiatives Make Workplace Hostile for Some

Topic  Religion, Race and Ethnicity Crossover Post 9/11
Arabs and South Asian Americans: Christian, Muslim, Sikh, Hindu
Video
Overview Video: Religion, Race and Ethnicity Crossover Post 9/11
Moon Productions
We Are All Muslim: Coalition Building, 2011
Featuring Muneer Ahmad, Professor, Yale University
Graphic
Pew Research
How Racially Diverse are U.S. Religious Groups? - Graphic

Topic  Today's Business Challenges and Opportunities
Businesses, Society and Labor Today
Internet Resources:
Society for Human Resource Management
Religion and Corporate Culture: Accommodating Religious Diversity in the Workplace, 2008
Specific Sections Required; others recommended
Organizational Leadership – Promoting a Religious or Secular Culture? p. 4 - 5
Faith at Work: Are Companies Accommodating? p. 6 - 9
How Religion is addressed in Corporate Policies p. 13 - 15

Harvard Business Review
The Case of the Religious Network Group

Communication at Work
Print
Chapter 10, Concept 9: Raising the B.A.R., p. 49 - 56

Week 6
Assessment and Learning Community Interaction
Assignments
Exam – Open three days within week 6 – check calendar for open and close dates
Activity

Complete Teaching Evaluation Survey

Recommended journal articles linked to course shell that may be of general interest or be used as a resource for writing assignment #2

Week 2


The Worlds Religions in Figures : An Introduction to International Religious Demography

Week 3


(religious schools and dismissing teachers for moral reasons)


Week 4


Week 5


