

**WORKPLACE DIVERSITY**  
**EADU 4140**  
**Spring Semester 2003**

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Instructor: Dr. Juanita Johnson-Bailey	Class Meets
Office: 408 River's Crossing	W- 5:00 - 7:30
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The effects of diversity in the workplace are examined, focusing on the field of adult education and related areas. The impact of nationality, sociological, economic, racial, and gender systems (including sexual orientation,) and theories on the workplace are analyzed.

This course will also examine gender and race in the professions, particularly focusing on the field of adult education and related areas. Various sociological, economic, race, and gender theories and analyses will be discussed. In analyzing these various perspectives, we will deliberate on how they impact, define, or apply to varied groups based on their gender, race, ethnicity, sexual orientation, class, color, age, disability, nationality, etc.

**Required Texts**

Adler, N.J. (1997). *International Dimensions of Organizational Behavior*. Cincinnati, Ohio: South-Western College Publishing.

Murrell, A.J., Crosby, F.J. & Ely, R.J. (1999). *Mentoring Dilemmas: Developmental Relationships Within Multicultural Organizations*. Mahwah, N.J.: Lawrence Erlbaum Associates, Publishers.

(Excerpts From) Fernandez, J.P. (1998). *Race, Gender, and Rhetoric: The True State of Race and Gender Relations in Corporate America*. New York: McGraw-Hill.

**Recommended Readings**

Bierema, L. (1998). *Women's Career Development Across the Lifespan: Insights and Strategies for Women, Organizations, and Adult Educators*. San Francisco: Jossey Bass.

O'Brien, J. & Howard, J. (1998). *Everyday Inequalities: Critical Inquiries*. Malden, MS: Blackwell Publishers.

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Text abbreviations used on the syllabus.

MD -- Mentoring Dilemmas  
OB – Organizational Behavior

RP – Put selected handouts into a notebook.

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**COURSE STRUCTURE:** This course is designed to employ a variety of learning activities, including lecture, discussion, film, role-playing, and other activities. The underlying philosophy of the facilitator is that individuals do not have uniform learning styles. In an effort to accommodate various modes, different instructional methods will be used. As a participant, you are expected to remain actively engaged and to freely express your concerns and needs.

**ASSIGNMENTS:**

**Reaction Papers = 50 pts**

You will be required to abstract five of the class readings. Entries should address your personal interpretation on class readings -- not summaries -- but analytic discussions of the materials. Each abstract is worth 10 points. It is suggested that they be in APA format, using the Harvard Business School format for abstracts. You can only turn in 1 abstract in a week. Three must be submitted prior to Spring Break.

**GROUP PROJECTS: 20pts**

The class will be divided into several small groups. Each group will work on a developing a profile of a company with special interest paid to the company's diversity initiative. Your group presentations will occur throughout the semester (if possible). The suggested companies are: American Express, Fannie Mae, Avon, Texaco, and Coca Cola.

The method of presentation is left to the individual groups. Creativity is encouraged. All presentations must occur in the classroom. This cooperative learning experience will received a grade from the instructor and from the individuals in the group. This method is used to encourage full group participation.

**EXAM: 30 pts (2 options available)**

The final individual class projects may consist of a notebook compiled of specific scholarly and trade articles, book chapters, or newspaper clippings that are pertinent a topic of specific interest to you. A introduction to the notebook should give an overview of the topic and include a scholarly analysis of the topic (historical importance, contemporary significance, etc.) The notebooks will be kept on file in the Department's library.

As a second option, you may wish to do a traditional research paper –10 page minimum, APA format, etc. The topic must be approved prior to the last two weeks of class and it is expected that it will address issues pertinent to gender and race in the professions.

**CLASS PARTICIPATION:** It is believed that active participation in this course is essential. A

criteria of in-class verbal participation will be distributed the first week of class. Because not all students are comfortable speaking aloud in class, it is accepted that participation can be verbal or non-verbal. Other acceptable forms of participation are: suggesting outside readings, recommending out-of-class films or television programs, and attending and reporting in writing or on video on related campus activities.

**Readings will average 50 pages a week.**

**Parts of several class will be set aside for small group work, group presentations, and/or for structured discussions.**

**CLASS ATTENDANCE:** It is expected that you will attend all class meetings. Attendance rolls will be maintained. More than two absences will result in the course grade being lowered by ten points or one letter grade.

**TOTAL WEIGHT OF ASSIGNMENTS:**

Reaction Papers	50pts	
Group presentations	20pts	
Final projects	<u>30pts</u>	
Total pts		100pts

Grading Scale: 100-90 = A; 89-80 = B; 79-70 = C; 69-60 = D; and 59-0 = F.

**SCHEDULE OF ASSIGNMENTS:**

1-15-03	Introductions; Discussion of Syllabus
1-22-03	Handouts: Cultural Diversity Issues & Strategies: Chapters 2 & 4; Differences That Work: Section I & Two Women and Three Men on a Raft
1-29-03	OB – Part I – The Impact of Culture on Organization, Chapters 1, 2, 3
2-5-03	OB – Part II, Managing Cultural Diversity: Chapters 4 & 5.
2-12-03	OB – Part II, Managing Cultural Diversify: Chapters 6 & 7
2-19-03	OB- Part III, Managing Global Managers: Chapters 8 & 9.
2-26-03	Mentoring Dilemmas: Chapter 4 & 5; Johnson-Bailey and Cervero Handout; Johnson-Bailey & Tisdell Handout
3-5-03	Mentoring Dilemmas: Chapters 2,3,6, & 12
3-12-03	Mentoring Dilemmas: Chapters 2,3,6, & 12

3-19-03	<b>Spring Break</b>
3-26-03	Guest Lecturer, Dr. Scarlett Spears Studdard. Film
4-2-04	Guest Lecturer, Dr. Glenn Palmer. Mentoring Dilemmas: Chapters 7 & 11
4-9-03	Library Assignment (one hour to work in class); film
4-16-03	Presentations of Group Work
4-23-03	Presentations of Group Work
4-30-03	Presentations of Group Work
5-6-03	<b>Final Paper Due</b>