

**WORKPLACE DIVERSITY**  
**EADU 4140**  
**Spring Semester 2004**

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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. In addition, the impact of nationality, class, race, gender, and sexual orientation are analyzed.

This course will also examine gender and race in the specific professions, particularly focusing on the field of adult education and related areas. Various sociological, economic, race and gender theories will be analyzed and discussed. In examining these various perspectives, we will deliberate their impact, definition, and application to varied groups.

**Required Texts**

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

Gentile, M.C. (1996). *Differences That Work: Organizational Excellence Through Diversity*. Prospect Heights, Illinois: Waveland Press, Inc.

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

**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.

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

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 to compile a reading packet.

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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 group. Creativity is encouraged. All presentations must occur in the classroom. This cooperative learning experience will receive 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. An 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 the paper will address issues pertinent to gender and race in the professions.

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

1-14-04	Introductions; Discussion of Syllabus; Film
1-21-04	Handouts: Cultural Diversity Issues & Strategies: Chapters 2 & 4;
1-28-04	Differences That Work: Section I , Chapters 1& 2
2-4-04	Differences That Work: Section Two
2-11-04	OB Part II, Leveraging Cultural Diversity: Chapters 4 & 5.OB – Chapter 4 & 5
2-18-04	Differences That Work: Section III
2-25-04	OB Part I B The Impact of Culture on Organization Mentoring Dilemmas: Chapter 4 & 5; Johnson-Bailey &Cervero Handout; Johnson-Bailey,Tisdell, & Cervero Handout
3-3-04	Mentoring Dilemmas – Discussion Cont.
3-10-94	<b>No Class – Spring Break</b>
3-17-04	Mentoring Dilemmas: Chapter 6, 7& 8
3-24-04	Part III, Managing Global Managers
3-31-04	Mentoring Dilemmas: Chapters 11& 12 Library Assignment (one hour to work in class)
4-7-04	Guest Lecturer
4-14-04	Library Assignment (one hour to work in class); film
4-21-04	Handouts
4-28-04	Presentations of Group Work
5-5-04	<b>Final Papers Due</b>