

Psychology of Workforce Diversity – INP 4224-0949

Fall, 2006

1 – 2:15 Tues and Thurs, 41-134

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Office hours: M 1:30-3:30, T 2:30-4:30,

Th 2:30-3:30 and by appointment

Textbooks:

Stockdale, M. S., & Crosby, F. J. (Eds.). (2004). *The Psychology and Management of Workplace Diversity*. Malden, MA: Blackwell.

Thomas, K. M. (2005). *Diversity Dynamics in the Workplace*. Belmont, CA: Thompson Wadsworth.

Other readings may be assigned for selected topics.

[Schedule of Assignments](#)

Student Learning Outcomes for this Course

Upon successful completion of this learning experience, students will be able to:

- Explain why diversity is an important concern in the workplace in terms of productivity, economic, legal, and societal concerns.
- Describe and give examples of processes which occur within and between groups and organizations when members are diverse.
- Explain privilege and describe the experience of those who are less privileged.
- Identify and discuss legal protections against workplace discrimination.
- Identify and illustrate skills that are necessary for successful functioning and management in a diverse organization.
- Discuss several aspects of a successful “diversity management” program and describe and critique their application in an existing organization.

Format of the Course

This class will include discussion of assigned readings, lecture and discussion of additional material, participation in diversity learning exercises, and completion of an individual paper and a group case study. The group case study will provide opportunity to practice diversity skills and to learn about and critique an actual organization’s approach to diversity management. The individual reflective paper will assess your understanding and application of diversity-related concepts in the context of your class and your group. Frequent but brief quizzes will assess your learning and are intended to motivate you to complete readings on schedule and to master material discussed in class. There will be no exams other than the final, which will be open-book and based on questions distributed before the exam.

Course Requirements

Students are expected to attend class regularly, complete assigned readings *before* class and contribute to the discussion of assigned material. Evaluation will be based on:

1. A brief quiz at the beginning of each *Thursday* class from September 7 through November 16, 2006. Each quiz will have two questions: one based on material from

the previous two classes, and one based on the reading assignment for that day. (Often you will be able to choose two questions from a larger number.) Each quiz will be worth 10 points, and there will be 11 quizzes. Your grade will be based on your highest 8 quiz scores. Make-up quizzes will not be administered.

2. Preparation and presentation of a group case study on diversity management in a real work organization. Students will work in a small group to collect information about an organization. This will be the basis of a class presentation describing the organization, its diversity challenges and strategies, and its measure of success. The group will also lead a class discussion of the concepts and techniques illustrated in the presentation. All members of the group will receive the same grade unless a compelling rationale for some other outcome is presented by the group.
3. A brief individual paper (approximately five pages) discussing the diversity (or lack thereof) within your small group and in the class, how this diversity was handled, and the effects that it appeared to have. The first part of the paper dealing with your group and the second part dealing with the class should each follow this outline:
 - a. Describe the nature and extent of diversity that exists.
 - b. Describe any changes in diversity over the course of the semester. If this occurred, explain how and why.
 - c. What positive, negative, or other effects of diversity could be seen in the process or the product(s) of the group or class?
 - d. What attempts were made, if any, to “manage” this diversity?
 - e. How can this be understood in terms of the material covered in this course?
4. A final exam during exam week which will be completed in class and will consist of questions selected from a list you will be given at least a week earlier. The exam will be open-book and open-notes, and will be cumulative. Your quizzes will be useful in preparing for the exam.
5. Participation in the conduct of class activities (exercises, discussions).

Class requirements will be weighted in the following way:

Quizzes (8) @ 10 points	80 points	(40%)
Case Study Presentation	30 points	(15%)
Individual Paper	30 points	(15%)
Final Exam	50 points	(25%)
Participation	<u>10 points</u>	(5%)
	200 points	

Academic integrity and honesty are expected of all UWF students, as described in the UWF Student Handbook. Students are expected “not to cheat, not to tolerate cheating by others” (p. 46) and not to steal the work of others and present it as their own. Discussion and examples of academic plagiarism are found at this url:

http://library.uwf.edu/Tutorials/module_plagiarism/default.htm

Any student requiring special accommodations to complete course requirements should make this known to the instructor at the beginning of the course and describe the nature of the required accommodations.