

MGT351 Managing Diversity in the Workplace

(3 credit hours)

Course Syllabus

Course Description

In the context of the growth of multinational enterprises and the increasing diversity of the American workforce, this course deals with gender, racial, age, cultural, and other differences in the workplace. The course will focus on being open, sensitive, and fair in dealing with differences and on using diversity as a positive force within organizations. This is a writing intensive course.

Course Learning Outcomes

By the end of this course, you will be able to:

1. Identify various privileges as individuals and recognize how to use privileges collectively for workplace equity.
2. Demonstrate how cultural norms and social identities influence workplace behavior
3. Analyze social and ideological influences of different perspectives of diversity
4. Evaluate organizational commitment to diversity

Prerequisites/Corequisites

MGT201

Required Textbook(s) and Resources

Harvey, C. and Allard, M.J. (2015). *Understanding and managing diversity*. (6th ed.)
Pearson.

Be sure to also review the weekly **Explore** sections for additional library or web resources. For access to databases, research help, and writing tips, visit the [Tiffin University Library](#).

Time Commitment

Effective time management is possibly the single most critical element to your academic success. To do well in this online class you should plan your time wisely to maximize your learning through the completion of readings, discussions, and assignments. Because of our accelerated, seven-week term, TU online courses are designed with the expectation that you

dedicate a little over **six (6)** hours per credit hour to course activities and preparation **each week**. For example, for successful completion of a three-credit, seven-week online course you should reserve roughly **twenty (20) hours per week**.

To help plan your time and keep on track toward successful course completion, note the distinctive rhythm of assignment due dates:

1. All times assume Eastern Time (GMT-4).
2. Weeks begin at 12:00 a.m. ET on Monday and end at 11:55 p.m. ET on Sunday.
3. Unless otherwise noted, initial assignments or discussion posts are due by **11:55 p.m. ET on Wednesdays**.
4. Additional assignments or follow-up discussion posts are due by **11:55 p.m. ET on Saturdays, and**
5. Major assignments and reflections are typically due by **11:55 p.m. ET on Sundays**.

Learning Activities

This course places a focus on practical applications. You will primarily engage in analysis of real-world cases and develop a course project during which you will identify solutions for a historical event of your choosing. You will also engage with your classmates and instructor through the discussion forums.

Grading

The chart below identifies the individual contributions from each type of activity, per week.

Activity	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Total
Discussion	-	-	-	10	-	-	10	20
Case Studies	75	75	75	75	75	75	75	525
Final Research Project	30	50	50	75	75	75	100	455
Total	105	125	125	160	150	150	185	1000

Grading Scale

A: 90-100% | B: 80-89% | C: 70-79% | D: 60-69% | F: <60%

Course Schedule and Weekly Checklist

Topic	Learning Activities (Due by 11:55 p.m. ET on day designated)
Start Here	<input type="checkbox"/> MON: Introduction (Forum)
Week 1: Considering Perspectives	<input type="checkbox"/> SUN: Week 1 Case Study <input type="checkbox"/> SUN: Week 1 Assignment – Historical Event
Week 2: Primary Dimensions of Diversity I	<input type="checkbox"/> SUN: Week 2 Case Study <input type="checkbox"/> SUN: Week 2 Assignment – Historical Event Case Study
Week 3: Primary Dimensions of Diversity II	<input type="checkbox"/> SUN: Week 3 Case Study <input type="checkbox"/> SUN: Week 3 Assignment – Historical Event Problems
Week 4: Secondary Dimensions of Diversity	<input type="checkbox"/> WED: Dimensions of Diversity (Forum) <input type="checkbox"/> SAT: Discussion Responses <input type="checkbox"/> SUN: Week 4 Case Study <input type="checkbox"/> SUN: Week 4 Assignment – Historical Event Case Study
Week 5: Ethics of Diversity	<input type="checkbox"/> SUN: Week 5 Case Study <input type="checkbox"/> SUN: Week 5 Assignment – Historical Event Solutions
Week 6: Diversity and Change	<input type="checkbox"/> SUN: Week 6 Case Study <input type="checkbox"/> SUN: Week 6 Assignment – Historical Event Ideal Solution
Week 7: Applying Solutions to Diversity Problems	<input type="checkbox"/> WED: Reflections on Diversity (Forum) <input type="checkbox"/> THURS: Week 7 Case Study <input type="checkbox"/> THURS: Week 2 Assignment – Historical Event Final Presentation <input type="checkbox"/> SAT: Discussion Responses

Tips for Success

Successful online learning requires a good deal of self-discipline and self-direction. As seekers of the truth, we should be willing to challenge and review one another's academic work in a spirit of respectful comradery and constructiveness. Your course is a place for you to stretch and grow as you benefit from the expertise, knowledge, experience and diverse perspectives of your instructor and peers. Constructive feedback will challenge you to stretch your own thinking, thereby expanding your knowledge, understanding and application.

To get the most out of your learning experience, you should actively engage (participate) in **ALL** course activities. Course elements are arranged chronologically. To complete a week, simply work your way "down the page" through all of the course materials and activities.

For More Information:

Be sure to review the [Support, Policies, and Procedures](#) addendum.