

THE UNIVERSITY OF TEXAS AT TYLER
SOULES COLLEGE OF BUSINESS
Spring 2024

COURSE NUMBER: GENB 4350.060
COURSE TITLE: DIVERSITY IN ORGANIZATIONS
INSTRUCTOR: TAMMY W. COWART, J.D., Associate Professor of Business Law
CLASS MEETING: Online; Exams will be available per the syllabus
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*Welcome to Diversity in Organizations! This is a fun, interactive course that will provide students with the tools to broaden and deepen their understanding of the differences around them in the workplace. To be effective in the workplace, employees must constantly interact with peers, managers, and customers with different backgrounds, experiences, and identities. This course is intended to help employees and managers work with and learn from individuals with various differences to increase intellectual engagement and greater understanding of the implications and benefits of diversity and inclusion. I want you to be prepared for the workload required to complete it. This course requires a lot of necessary reading and weekly graded assignments. If you were taking this course in person, you'd be in class 2.5 hours per week, plus spend time to prepare and complete assignments. The online version is no different in terms of your involvement! This is a very active online course, so you should plan on spending **6-7 hours per week** on activities related to this course for reading, watching lectures, and completing weekly assignments.*

As a student in an online course, you are expected to have access to the internet at all times! Make sure you address any issues with computer problems immediately, as they are not an excuse for any delays in meeting deadlines and expectations for the course.

REQUIRED TEXT:

- 1) **Diversity in Organizations, 4th Ed. By Bell & Leopold. Cengage Learning, 2022. ISBN:9780357718933 (hardcover) or 9780357718988 (ebook).**
- 2) **Other required materials: Webcam**

COURSE DESCRIPTION: This course provides an introduction to the concepts of employee diversity in organizations. It will address the complexities of diversity and cultural differences, which are important components for success in business organizations. It will also address the impact of diversity on organizational effectiveness and the challenges of managing a diverse workforce.

UT Tyler Honor Code: Every member of the UT Tyler community joins together to embrace: Honor and integrity that will not allow me to lie, cheat, steal, nor to accept the actions of those who do.

Academic Dishonesty is a serious offense. Plagiarism and cheating of any sort will not be tolerated, and **all incidents will be reported to the Student Affairs Office with a recommendation for a F for the semester.** I take this very seriously.

Course Information: www.uttyler.edu - ALL GRADES, ANNOUNCEMENTS, ETC. WILL BE POSTED ON CANVAS. Check Canvas for Assignments, Due Dates, class updates and changes in the course schedule. Additional notifications will be sent to your Patriot email address. **You are expected to check Canvas and your Patriot email for notifications about this class.**

Student Evaluation:

Your course grade will be based on Exams, Assignments, and your Participation as follows:

| | |
|--|------------|
| 1. Exams (2) - 100 pts each | 200 pts |
| 2. Papers (2) - 50 pts each | 100 |
| 3. Case Study (7) - 20 pts each | 140 |
| 4. <u>Discussion Boards (7)- 20 pts ea</u> | <u>140</u> |
| Total | 580 pts |

Your final grade will be based on total points earned, as follows:

A= 519-580

B= 461-518

C= 403-460

D= 345-402

1. Exams (200 pts): Exams will be available from Sunday morning until Monday evening on the days designated in the syllabus. You will complete the entire exam on Canvas, and it will be timed. There will also be multiple versions of the exam. Some of the exams are proctored, and you may not use any materials for those exams-just your brain. For other exams, you may use your notes that you have prepared from the chapter readings. *Use of any generative AI tools (ChatGPT, Bing AI, or Bard) are not allowed to complete this or any other assignment. Those tools, while useful to gain some basic legal information, do not know the very particular legal elements we will cover in this class and will not generate correct answers! Use of AI will be considered plagiarism. Use of AI, Google or other search engines, or discussing exam questions with other students is cheating and may result in failing the course and/or other scholastic dishonesty disciplinary actions. YOUR EXAM WILL NOT BE GRADED IF I SUSPECT CHEATING, AND IT WILL AUTOMATICALLY BE REFERRED TO STUDENT AFFAIRS. If cheating is verified, I will recommend an F for the semester.*

2. Papers (100 pts): There will be two papers assigned over the semester, worth 50 points each. This assignment requires essays of about 3 pages, doubled spaced in 12-point font, where you will respond to a set of questions. Write in complete sentences, with no misspelled words and no major grammatical errors. I will apply the rubric to apply a consistent standard and to distribute grades in a fair and equitable manner. I will not grade you based on whether I agree with you or like your conclusions; I will reward strong reasoning, relevance to and application of concepts from class and good writing.

2. Case Studies (140 pts): We will complete 7 case study assignments over the course of the semester worth 20 points each. Each one will relate to material from the text. You must follow the instructions for each one and submit the paper or report on Canvas.

4. Participation/Discussion Board (140 pts.): Because this is an online class, our interactions and community-building practices are even more important than in a face-to-face course. I expect all students to participate actively in class discussion, respond to others' posts, and complete tasks on time. Over the semester, we will have a minimum of 7 graded Discussion Board assignments. Students will monitor and post to the assigned discussion boards. For each discussion board assigned, you must make at least **one substantive original post (10 pts. Ea.)** and at least **two substantive responses (5 pts. Ea.) to another post.** Posts will be graded based on length, adherence to requirements, and quality of content. Posts should be respectful, reference course content and resources, and be relevant to the topic. Postings which are irrelevant, disrespectful, or which violate any provision of the terms of use of UT Tyler will result in point deductions. Original posts should be 200-300 words in length, contain an outside reference about the topic (citation and link), and apply the posted material to a concept from class. Responses should specifically reference the post material, add substantively to the post, and be 75-100 words in length.

Use of any generative AI tools (ChatGPT, Bing AI, or Bard) are not allowed to complete this or any other assignment. Those tools, while useful to gain some basic legal information, do not know the very particular legal elements we will cover in this class and will not generate correct answers! Use of AI will be considered plagiarism (see above for violation penalties).

Reading Assignments and Course Schedule:

Listed below are the reading assignments and course schedule for this semester. Changes will be posted to Canvas as needed.

| Module #/Name | Dates | Readings | Assignments Due |
|--|--------------|-------------------|--|
| 1-Intro to Diversity Management | 1/15-1/21 | Chp. 1 | Intro DB 1-due 1/21 |
| 2-Theories & Foundations | 1/22-1/28 | Chp. 2 | DB 2-due 1/28 & Paper 1 -due 1/31 |
| 3-Legislation | 1/29-2/4 | Chp. 3 | DB 3-due 2/4 |
| 4-Blacks/African Americans | 2/5-2/11 | Chp. 4 | Case Study 1-due 2/11 |
| 5-Latinos/Hispanics | 2/12-2/18 | Chp. 5 | Case Study 2-due 2/18 |
| 6-Asians | 2/19-2/25 | Chp. 6 | Case Study 3-due 2/25 |
| 7-Whites/Caucasians | 2/26-3/3 | Chp. 7 | DB 4 -due 3/3 |
| 8-Native Americans & Multi-Racial | 3/4-3/10 | Chp. 8 | Case Study 4 & Exam 1 -due 3/10 |
| Spring Break! | | | |
| 9-Sex & Gender Work & Family | 3/18-3/24 | Chp. 9 & Chp. 10 | DB 5 -due 3/24 |
| 10-Sexual Orientation & Gender Identity | 3/25-3/31 | Chp. 11 | Case Study 5-due 3/31 |
| 11-Religion | 4/1-4/7 | Chp. 12 | Case Study 6-due 4/7 |
| 12-Age | 4/8-4/14 | Chp. 13 | Case Study 7-due 4/14 |
| 13-Physical & Mental Ability | 4/15-4/21 | Chp. 14 | DB 6 -due 4/21 |
| 14-Weight & Appearance/ Global Diversity | 4/22-4/28 | Chp. 15 & Chp. 16 | DB 7 & Paper 2 -due 4/28 |
| 15-Final Exam | 4/29-4/31 | | |