Maxine Goodman Levin College of Urban Affairs
Cleveland State University
Fall, 2012

Managing Urban Diversity, UST 453 & UST 512

Time – 6:00 pm.– 9:50 pm.
Days – Thursday
Rooms – CSU Main campus – UR108
Instructor – Sandy Crocker Hosfeld, 216-214-5641, s.l.crocker@csuohio.edu

Course description:

**UST 453 and UST 512 Managing Urban Diversity (4-0-4).** Study of diversity, including circumstances faced in urban settings that are exacerbated or affected by diversity factors; exploration of a range of social, political, and economic issues related to diversity.

Courses meeting the U.S. Diversity requirement must meet all of the following criteria:

1. Have a primary focus on the experience of human diversity in the United States among one or more of the following groups: Native-Americans, Hispanic-Americans, Asian-Americans, women, LGBTQ (Lesbian, Gay, Bisexual, Transgendered, and Questioning) persons, and persons with disabilities.

2. Explore the concept of diversity as a contemporary phenomenon (a historical approach is acceptable if it leads to an understanding of the contemporary situation).

3. Provide students with knowledge of how the respective discipline analyzes the experience of human diversity.
Course Requirements:


1. This is an instructor led class that meets from 6:00 – 9:50 Thursdays at the CSU main campus.
2. Assigned reading is to be completed before each class. Be prepared to discuss and analyze reading while incorporating individual thoughts and opinions.
3. Additional readings and articles may be distributed throughout the term. The syllabus is subject to change to include class speakers and availability of videos.
4. Each student is expected to attend class. Children are not allowed. If an absence is essential, the student is responsible for any assignments made or due during his/her absence. In the event of an emergency, please contact the instructor.
5. This class is highly interactive given the subject and depends on:
   a. Active participation in discussions
   b. Active participation in group work and class presentations
   c. Meeting assignment deadlines on time

For students with disabilities:
"Educational access is the provision of classroom accommodations, auxiliary aids and services to ensure equal educational opportunities for all students regardless of their disability. Any student who feels he or she may need an accommodation based on the impact of a disability should contact the Office of Disability Services at (216)687-2015. The Office is located in UC304. Accommodations need to be requested in advance and will not be granted retroactively.” This statement on the course syllabi affirms the commitment of CSU to uphold our responsibilities under the law. It also welcomes students to feel comfortable in disclosing their needs so that they can meet their educational goals.

CSU Writing Center:
If you need to focus your ideas, draft or revise papers or generally improve your writing, the CSU Writing Center is available to assist you. Please call 216-687-6981 to make an appointment or visit their website:

http://www.csuohio.edu/writingcenter/

Group Work and Individual Work
This course requires both individual work with written papers and group work with group written papers. All papers will be turned in in print, graded, and returned. Individual grades will be recorded. Group papers will be graded and recorded with all group members receiving the same grade. Group members will continually, throughout the course, grade their fellow members on participation.
Homework and written assignments:

Homework and assignments are always due on the assigned date and at the beginning of class. Please note – it is required that all written assignments be printed and turned into the professor at the beginning of each class, beginning with the Week 1 assignment due at the second class.

Papers:

Papers should incorporate information gleaned from class and readings. They may also reflect personal experience around the subject. Papers will be assigned as either individual papers or group papers. Refer to Syllabus, Blackboard, and class notes as they are subject to change.

Unless otherwise specified, generally, individual papers should not exceed two pages and group papers should not exceed four pages double spaced.

Final Group Project Papers should be 12 – 14 pages.

Grading:

Individual participation, attendance, in-class assignments* 25 %

Chapter / Article Reviews / Reflection Papers 25 %

Midterm Group Project/ Participation* / Paper and Presentation 25 %

Group Project / Participation* / Paper and Presentations 25 %

Notes:
* Instructor may change assignments as the course progresses to account for group projects
* Participation will be noted weekly by the instructor and reviewed periodically by group members

Paper Grading:

94 – 100 A
90 - 93 A-
87 – 89 B+
83 – 86 B
80 – 82 B-
77 – 79 C+
70 – 76 C
60 – 69 D
59 – Below F
Class Schedule, Readings, and Assignments Explanation:

Week X: Date of Class EXAMPLE
Topics: To be covered in this class
Assigned Readings: To be completed by NEXT CLASS
Homework: Due at the beginning of the NEXT CLASS
Paper to be titled: Your Name or Group Name and Week of Assignment

Class Schedule, Readings, and Assignments:

Week 1: August 30th
Topics: Introduction to Class, Syllabus Review, Book overview, Diversity Definitions, Diversity Game, Platinum Rule
Assigned Readings: Preface, Introduction, Section 1, Chapters 1, 2, 3, 4
Homework: Complete the Pre-Course Diversity Assessment pages 337 - 343
Bring to class: Completed I AM instructions page 15
Bring to class: Completed Uncovering Stereotypes exercise pages 16 – 18 (Blank copies posted on Blackboard)

Week 2: September 6th
Topics: Section 1
Redefining Diversity
I AM Exercise
Increasing Multicultural Understanding: Uncovering Stereotypes
Overview of Group Project
Assigned Readings: Chapters 5, 6, 7, 8, 47 (pages 328 – 335)
Homework: Prepare to discuss Questions pages 22 – 23

Week 3: September 13th
Topics: Body Rituals Among The Nacirema
Exploring Diversity in Your Organization
The Emotional Connection of Distinguishing Differences in Conflict
White Privilege and Male Privilege
Assigned Readings: Section II, Chapters 9, 10, 11
Homework: Prepare to discuss Questions page 53
Individual Paper: Answer questions page 60 OR 68

Week 4: September 20th
Topics: Introduction to Section II
Are African Americans Still Experiencing Racism
Inventing Hispanics, A Diverse Minority Resists Being Labeled
To Be Asian in America
Assigned Readings: Chapters 12, 13
Homework: Group Paper: Answer Discussion Questions page 89
**Week 5: September 27th**
Topics: A World View of Cultural Diversity
       Cultural Transmission Today: Sowell Revisited

Assigned Readings: Chapters 14, 15, 16, 17
Homework: Prepare to discuss all chapter discussion questions
*Group Paper:* Answer Discussion Questions Chapter 14 page 98

**Week 6: October 4th**
Topics: Negotiation: The Top Ten Ways That Culture Can Effect Your Negotiation
       Negotiations – BWA Discovers the Indonesian Way
       Interpreting Intercultural Communication at a Business Meeting
       How Canada Promotes Workplace Diversity

Assigned Readings: Chapters 18, 19, 20, 21
Homework: *Group Paper:* Research and Complete True/False quiz page 119
          *Group Paper:* Answer Questions pages 146 - 147

**Week 7: October 11th**
Topics: Women in the Workforce: How Far Have They Come
       Women in Leadership Positions
       The Power of Talk: Who Gets Heard and Why
       Is This Sexual Harassment?

Assigned Readings: Chapters 22, 23, 24
Homework: As a group, discuss page 156 – 157 questions
          As a group, discuss pages 169 – 170 questions
          *Prepare for Group Presentation*

**Week 8: October 18th**
Topics: Group Presentations

Assigned Readings: Chapters 25, 26,
Homework: Prepare to discuss all chapter discussion questions
*Group Paper:* Answer Questions 1 – 6 on Page 182

**Week 9: October 25th**
Topics: Generational Diversity Scenarios in the For-Profit and Nonprofit Sectors
       Organizational Innovations for Older Workers

Assigned Readings: Chapters 27, 28, 29, 30
Homework: *Group Paper:* Research and answer Question 3 on page 198 referencing at least 8 religions
          *Group Paper:* Diversity on the Web Page 207, 2 Lists of questions employers can and cannot ask
Week 10: November 1st
Topics: Religion, Culture, and Management in the New Millenium
       Religion and Work
       Musical Chairs
       The Employee Who Couldn’t…

Assigned Readings: Chapters 31, 32, 33, 34 Complete Exercise in Chapter 34
Homework: Group Paper: Writing Assignment page 218
          Group Paper: Answer question 3, page 226

Week 11: November 8th
Topics: Progress and Backlash: Making Sense of LGBT Issues in the Workplace
       The Cracker Barrel Restaurants
       Appearance and Weight Inclusion Issues in the Workplace
       Choosing the Board

Assigned Readings: Chapters 35, 36, 37, 38
Homework: Media Exercise TBA
          Video: Watch “A Tale of O” on YouTube
          Email Instructor to clear a topic for completing assignment
          Individual Paper: Write a 1 pg. paper following instructions on page 254

Week 12: November 15th
Topics: Media Messages
       Being an Only: A Field Assignment
       Diversity Challenges in Tomorrow’s Organization: The Symposium
       Decisions

Assigned Readings: Section III, Chapters 39, 40
Homework: Group Paper: Answer the Discussion Questions page 276

Week 13: November 22nd No Class Thanksgiving
Topics: None

Assigned Readings: Chapters 41, 42, 43
Homework: Prepare to answer all Discussion Questions
          Group Paper: Respond to questions 1-3 on page 291 for each of the 9
          Case Studies

Week 14: November 29th
Topics: The Ethics of Workplace Diversity
       Ethics and Diversity: Applications in the Workplace
       The Pitney Bowes Case: A Legacy of Diversity

Assigned Readings: Chapters 44, 45, 46
Homework: Prepare to discuss
          Group Paper: Complete writing assignment on page 312
Week 15: December 6th
Topics: What Happened at Coca-Cola?
The U.S. Air Force Academy: Organizational Culture and Diversity Issues
Fairfax Metropolitan Hospital: The Candidate
Assigned Readings: Chapter 47
Homework: Group Project: Prepare Papers and Presentations

Week 16: December 13th
Topic: Group Presentations

Class assigned readings and homework are subject to change. Please bring the syllabus to class. Please bring text to class for weekly reference.

Plagiarism

Plagiarism is stealing and/or using the ideas or writings of another in a paper or report and claiming them as one’s own. This includes but is not limited to the use, by paraphrase or direct quotation, of the work of another person without full and clear acknowledgment. The penalties for plagiarism are found in full in the Student Handbook under Academic Regulations (Policy on Academic Misconduct) at the following link: http://www.csuohio.edu/studentlife/conduct/acadegres.html.