

COURSE IMPLEMENTATION DATE:	September, 2005
COURSE REVISED IMPLEMENTATION DATE:	September 2010
COURSE TO BE REVIEWED:	September 2008
(Four years after implementation date)	(MONTH YEAR format)

OFFICIAL COURSE OUTLINE INFORMATION

Students are advised to keep course outlines in personal files for future use.

Shaded headings are subject to change at the discretion of the department and the material will vary - see course syllabus available from instructor

FACULTY/DEPARTMENT:	Business Administration	
BUS 407		3
COURSE NAME/NUMBER	FORMER COURSE NUMBER	UCFV CREDITS
	Gender and Diversity Issues	
COURSE DESCRIPTIVE TITLE		

CALENDAR DESCRIPTION:

This course examines the ways in which gender, personal characteristics, and organizational structure interact in determining individuals' experiences in organizations. Among the topics discussed will be how and why individual experiences differ, how different individuals behave in managerial positions, differences in labour market experiences, and the effects of organizational and societal socialization.

Note: Credit will not be given to students who previously completed BUS 307A.

PREREQUISITES: BUS 304
COREQUISITES:

SYNONYMOUS COURSE(S)	SERVICE COURSE TO:
(a) Replaces: _____	_____
<small>(Course #)</small>	<small>(Department/ Program)</small>
(b) Cannot take: BUS 307A for further credit.	_____
<small>(Course #)</small>	<small>(Department/ Program)</small>

TOTAL HOURS PER TERM:	45	TRAINING DAY-BASED INSTRUCTION
STRUCTURE OF HOURS:		LENGTH OF COURSE: _____
Lectures:	30 Hrs	HOURS PER DAY: _____
Seminar:	15 Hrs	
Laboratory:	Hrs	
Field Experience:	Hrs	
Student Directed Learning:	Hrs	
Other (Specify):	Hrs	

MAXIMUM ENROLLMENT:	25
EXPECTED FREQUENCY OF COURSE OFFERINGS:	Fall or Winter
WILL TRANSFER CREDIT BE REQUESTED? (lower-level courses only)	<input type="checkbox"/> Yes <input type="checkbox"/> No
WILL TRANSFER CREDIT BE REQUESTED? (upper-level requested by department)	<input type="checkbox"/> Yes <input type="checkbox"/> No
TRANSFER CREDIT EXISTS IN BCCAT TRANSFER GUIDE:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

AUTHORIZATION SIGNATURES:

Course Designer(s):	Dr. Fiona McQuarrie	Chairperson:	DJ Sandhu (<i>Curriculum Committee</i>)
Department Head:	Lorne Mackenzie	Dean:	May 13, 2009
PAC Approval in Principle Date:	May 1, 2009	PAC Final Approval Date:	Karen Evans May 22, 2009

BUS 407
COURSE NAME/NUMBER

LEARNING OBJECTIVES / GOALS / OUTCOMES / LEARNING OUTCOMES:

Students will discuss the following topics

1. Men and women’s experiences in organizations
2. How men and women manage differently
3. What distinguishes the experiences of minorities in organizations
4. Discussion on whether “corporate life” treat all organization members equally?
5. Look at whether individuals are socialized to behave differently in organizations, or are they different beyond the organization

METHODS: Lecture, seminar and readings

PRIOR LEARNING ASSESSMENT RECOGNITION (PLAR):

Credit can be awarded for this course through PLAR (Please check :) Yes No

METHODS OF OBTAINING PLAR:

TEXTBOOKS, REFERENCES, MATERIALS:

[Textbook selection varies by instructor. An example of texts for this course might be:]
 Gary N. Powell . *Women and Men in Management*, Sage Publications.
Gender and Diversity in the Workplace: Learning Activities and Exercises. Gary N. Powell, Sage Publications
Understanding Diversity: Readings, Cases and Exercises, Carol Harvey and M. June Allard

SUPPLIES / MATERIALS:

STUDENT EVALUATION:

[An example of student evaluation for this course might be:]

The course grades will be based on:

a course journal	20%
attendance/participation, based on self and instructor evaluation	20%
6 assignments worth 10% each	60%

(Grade Allocation

Grade	Percent Equivalent	Grade Point	Interpretation
A+	95-100	4.33	Excellent
A	90-94	4.00	
A-	85-89	3.67	
.....			
B+	80-84	3.33	Above Average
B	75-79	3.00	
B-	70-74	2.67	
.....			
C+	65-69	2.33	Average
C	60-64	2.00	
C-	55-59	1.67	
.....			
P	50-54	1.00	Pass
NC	0-49	0.00	No Credit

COURSE CONTENT:

Course Schedule

WMM: Women and Men in Management

UD: Understanding Diversity

GDW: Gender and Diversity in the Workplace

<u>Week</u>	<u>Topic</u>	<u>Reading</u>
1	Introduction to Course	
2	What are Gender Diversity Issues	WMM, Ch. 1
3	Socializations Assignment: When I was Yung, GDW (bring written assignment to next class)	WMM, Ch. 2
4	The Labour Market In-class: Raising Elizabeth/Robert, GDW Journals due Oct. 2	WMM, Ch. 3 UD, pgs.118 - 124
5	Gender and Diversity Stereotypes at Work Assignment: What's My Line? GDW Written assignment due next class Assignment: Exploring Diversity on Your Campus Written assignment due in 2 weeks	UD pgs. 130-158 UD
6	Experiences in the Workplace In-class: Countering Group Stereotypes	WMM, Ch. 4/5 UD, pgs. 174-177
7	The Effects of structure	will be distributed
8	Harassment In-class: Harassment or not? (will be distributed) Journals due next class	
9	Male and Female Managers Assignment: Becoming a Minority, GDW (bring written assignment to class Nov. 6)	WMM, Ch. 6 UD pg. 125-129
10	Career Patterns Assignment: The Mommy track, GDW (in class)	WMM, Ch. 7
11	Managing Diversity Assignment: The In-Basket Dilemma, UD Written assignment due next class	UD, pg. 64-76
12	Employment Equity Exercise: Affirmative Action or Reverse Discrimination? (in-class)	WMM, Ch 8 UD, pgs 80 – 93
13	Future Issues Assignment: Create an Exercise, UD (presented in next class; written group submission) Journals due next class	WMM, Ch 9 UD, pgs 48-63
14	Overview/Summary Presentation of Exercises	