

## 06B:030:SCM Diversity Awareness for Business (1)

Spring 2007, Tuesday, 5:30-6:45 PM, W181 PBB

### Contact Information

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### Course Description

The University of Iowa mission states, "...the University is dedicated to an inclusive community in which people of different cultural, national, individual, and academic backgrounds encounter one another in a spirit of cooperation, openness, and shared appreciation." As presented in *The Iowa Promise: A Strategic Plan for The University of Iowa 2005-2010*, one strategy for achieving this goal of diversity appreciation is to create a more respectful and inclusive climate, and to develop new opportunities that enhance the cultural competency of faculty, staff, and students.

In this course, students will:

- gain an awareness and appreciation of multiculturalism and diversity.
- explore the importance of diversity in the workplace and develop skills for working in diverse environments.
- develop cultural competencies through activities, case studies, discussions, group projects, readings, and professional reflections.

### Required Texts

All students must purchase *Diversity Consciousness: Opening Our Minds to People, Cultures, and Opportunities*, Richard D. Bucher (Paperback, 2004). Available at Iowa Book, LLC.

### Attendance

Class attendance is essential for success in any college course, especially Diversity Awareness for Business due to the interactive nature of the class. Attendance at all sessions is required unless you are excused for a documented illness, emergencies, religious obligations, or University commitments as defined by the University of Iowa. If you accumulate two or more unexcused absences, you will receive an F for the class. In addition, you are expected to arrive on time, prepared and willing to actively participate in class discussions and activities.

## **Participation**

To get the most out of this course, your participation in class discussions and exercises is important. Be prepared to discuss assigned topics and engage in class activities. Your participation will benefit you and your classmates. Please come to class prepared to discuss any readings or assignments that have been given.

## **Assignment Due Dates (Late Work)**

No late assignments will be accepted. You are responsible for completing all assignments on time; any exceptions to this policy must be negotiated prior to the due date. Missing a class session does not excuse you from submitting assignments on time.

## **Etiquette**

You are expected to exhibit courtesy and respect toward your instructors and fellow students. While you may not agree with the opinions or beliefs of others, it is extremely important to respect different viewpoints, values, and opinions, in order to create a positive learning environment for everyone. Additionally, you may not use your cellular telephone or beeper during class; these items must be turned off before class begins.

## **Instructors**

You can expect all instructors to be active listeners, to be accessible to you, to answer your questions and communications in a timely fashion, to provide resources and assistance, to offer feedback to your work, to respect your ideas, thoughts, and opinions, and to be fair.

## **Academic Misconduct**

It is our sincere hope that no student in this class submits work which is not his or her own. However, it seems prudent to clarify in advance the policy on cheating. If we determine that any assignment was not written solely by the student whose identification number appears on the project, the student will receive a zero (0) for the project and may receive an "F" for the class.

All incidents of cheating will be reported to the appropriate Deans (e.g., the Associate Dean for the Undergraduate Program in the College of Business or Liberal Arts and Sciences) and the student may be placed on disciplinary probation for the remainder of his or her undergraduate work at the University of Iowa.

In general, the decision of the Instructors may be appealed to the College of Business' Judicial Board, Associate Dean for the Undergraduate Program, the Collegiate Dean, the Dean of Students, and so on in

accordance with University Policy. The Honor Code for the Tippie College of Business will determine the appropriate appeal process. The Honor Code may be found at [www.biz.uiowa.edu/upo/honorcode.html](http://www.biz.uiowa.edu/upo/honorcode.html).

**Americans with Disabilities Act (ADA)**

In compliance with the Americans with Disabilities Act, all qualified students enrolled in this course are entitled to “reasonable accommodations.” The instructors will provide reasonable accommodations to ensure that you have a fair opportunity to perform in this class. It is the student’s responsibility to notify the instructors of any special needs before the end of the first week of class. Please file required forms with Student Disability Services, 3100 Burge Hall.

**Assignments**

All assignments will be discussed in greater detail in class prior to their due date. All written assignments should be double-spaced, in 12-point font, and with 1-inch margins.

**Grading**

Group Project .....	400
Case Study.....	200
Human Resource Project.....	175
Participation .....	100
3 Articles @ 25 points each .....	75
Questions .....	50
Total .....	1000

970-1000 .....	A+	870-899 .....	B+	770-799 .....	C+	670-699.....	D+
930-969 .....	A	830-869 .....	B	730-769 .....	C	630-669.....	D
900-929 .....	A-	800-829 .....	B-	700-729 .....	C-	600-629.....	D-
						000-599.....	F

**Important Deadlines**

- First class: 01/16/07
- Last day to add or drop without charge: 01/29/07
- Last day to add or drop without a “W”: 01/29/07
- Last day to drop without dean’s approval: 02/27/2007
- Last class: 03/27/07
- For the complete list of Add/Drop deadlines, see:  
<http://www.registrar.uiowa.edu/calendars/academic.aspx>

## Class Schedule

Date	Topic	Homework Due in Class
01/16	Team Building <ul style="list-style-type: none"> <li>▪ What's in a name (20 minutes)</li> <li>▪ Name that feeling (15 minutes)</li> <li>▪ I belong (10 minutes)</li> <li>▪ Name tags are us (15 minutes)</li> <li>▪ Iowa Promise (5 minutes)</li> <li>▪ Review course syllabus (10 minutes)</li> </ul>	N/A
01/23	Diversity <ul style="list-style-type: none"> <li>▪ Activity</li> <li>▪ Exercise 2, page 28</li> <li>▪ Case studies 1, 2, and 3; pages 26-27</li> </ul>	Read pages 1-29 Case studies 1, 2, and 3; pages 26-27
01/30	Diversity Consciousness and Success <ul style="list-style-type: none"> <li>▪ Activity</li> <li>▪ Exercise 2, page 64</li> <li>▪ Case studies 1, 2, and 3; pages 62-64</li> </ul>	Read pages 32-67 Case studies 1, 2, and 3; pages 62-64 Article 1
02/06	Personal and Social Barriers to Success <ul style="list-style-type: none"> <li>▪ Activity</li> <li>▪ Exercise 2, page 106</li> <li>▪ Case studies 1, 2, and 3; pages 103-104</li> </ul>	Read pages 69-107 Case studies 1, 2, and 3; pages 103-104
02/13	Developing Diversity Consciousness <ul style="list-style-type: none"> <li>▪ Activity</li> <li>▪ Exercise 3, page 141</li> <li>▪ Case studies 1, 2, and 3; pages 137-139</li> </ul>	Read pages 109-141 Case studies 1, 2, and 3; pages 137-139 Article 2
02/20	Communicating in a Diverse World <ul style="list-style-type: none"> <li>▪ Activity</li> <li>▪ Exercise 2, page 175</li> <li>▪ Case studies 1, 2, and 3; pages 173-175</li> </ul>	Read pages 144-177 Case studies 1, 2, and 3; pages 173-175
02/27	Teamwork and Collaboration <ul style="list-style-type: none"> <li>▪ Activity</li> <li>▪ Exercise 3, page 212</li> <li>▪ Case studies 1, 2, and 3; pages 209-211</li> </ul>	Read pages 179-214 Case studies 1, 2, and 3; pages 209-211 Article 3

Date	Topic	Homework Due in Class
03/06	Affirmative Action and Best Practices <ul style="list-style-type: none"> <li>▪ Activity</li> <li>▪ Exercise 1, page 230</li> <li>▪ Case studies 1, 2, and 3; pages 229-230</li> </ul>	Read pages 214-233 Case studies 1, 2, and 3; pages 229-230 Recruitment and hiring activity
03/13	NO CLASS, SPRING BREAK	N/A
03/20	Group Projects <ul style="list-style-type: none"> <li>▪ Presentation 1</li> <li>▪ Presentation 2</li> <li>▪ Presentation 3</li> </ul>	N/A
03/27	Group Projects <ul style="list-style-type: none"> <li>▪ Presentation 4</li> <li>▪ Presentation 5</li> <li>▪ Presentation 6</li> </ul>	N/A

#### Additional Course Offerings

For further study on topics and perspectives of diversity and multiculturalism, consider the following course offerings at The University of Iowa. Courses that fulfill general education requirements are noted. All course descriptions are available on ISIS, <http://isis.uiowa.edu/courses>.

016:040 Perspectives: Diversity in American History (GE: Cultural Diversity)

033:075 Cultural Diversity and Identity (GE: Cultural Diversity)

034:036 Social Inequality (GE: Cultural Diversity)

113:051 Diversity in Action in American Society

131:055 Gender, Race and Class in the U.S. (GE: Cultural Diversity)

07B:154 Education, Race and Ethnicity (GE: Cultural Diversity)