

Course Syllabus

Course Information

Course Number: BIS/ OGL 350

Course Title: Diversity and Organizations

Credits: 3

Prerequisites: None

Faculty:

Name: Dr. Jessica Hirshorn

Office: School of Letters & Sciences

Phone: (480)727-7337

Email address: jessica.hirshorn@asu.edu

Skype address: Jessica.hirshorn

Office hours: Tuesday and Thursday 9:00-11:30, Evening hours by appointment by phone or Skype

Course Description

This course develops students' understanding of the importance and diversity of cultures across the world and within the United States. The goal is to provide students with models and tools they can apply to appreciate culture, discuss cross-cultural issues as they apply to human behavior and interaction in various settings, and develop cultural competence in dealing with people from different cultures in an increasingly global and interconnected world. The course approaches diversity from the local and global perspectives and addresses issues of cultural pluralism and multiculturalism, cross-cultural communication, interpersonal and small group interactions, and the impact of diversity on informal and formal organizations.

This course is offered by the School of Letters and Sciences. For more information about the school, visit our website: <https://sls.asu.edu/>. If you have questions or concerns, please send your inquiry to sls@asu.edu

Course Objectives

Category	Required Learning Objective(s)
<i>Cultural definitions, models and influences</i>	<ul style="list-style-type: none">• Demonstrate an understanding of culture and its historical, economic, political, and social roots• Demonstrate an understanding of the different models and how those models can be used to explain cultural phenomena• Define and recognize prejudice and discrimination
<i>Cultural Awareness</i>	<ul style="list-style-type: none">• Demonstrate an understanding of various cultural groups based on religious, social class, age, differently-abled, and other factors

		America, African American and Anglo American	<ul style="list-style-type: none">• Demonstrate an understanding of one’s own culture and how that influences interactions• Demonstrate basic intercultural competencies
	Organizational Implications		<ul style="list-style-type: none">• Demonstrate an understanding of theories re organizations• Demonstrate awareness of the influence of c• Demonstrate awareness of the competencies organizations
	Text	All of readings are available on-line in assigned modules.	
Grading Scale	A 1000-900 B 890-800 C 790-700 D 690-600 E 590 & below		
	*Final Course Grades are not rounded		
Assignment Schedule & Due Dates	Mod. Date Assignment	Points	
	Module 1 1/13-1/19	Reading Assignments: Click Here to read the module 1 readings Presentations: Due Wednesday, Watch A/V Lessons 1 & 2 Quiz: Due Wednesday, Take Quiz 1 and Quiz 2 Discuss: Initial Post Due Wednesday, Peer Responses Due by Sunday, Please address the questions listed on the Discussion Board and then respond to three of your peers. Activity: Sunday, Complete the following Activities Write: Due Sunday, Write Paper 1 and then post to the Module 1: Paper 1 Dropbox Extra Credit Video: Watch the following Video and then complete a 1 page reflection for 10 points extra credit. There will be an opportunity to earn extra credit each module, however you cannot earn more than 50 points extra credit in this class.	30 35 70 10
	Module 2 1/20-1/	Reading Assignments: Click Here to read the module 2 readings Presentations: Due Wednesday, Watch A/V	

26	<p>Lessons 7 & 12</p> <p>Quiz: Due Wednesday, Take Quiz 7 and Quiz 12</p> <p>Discuss: Initial Post Due Wednesday, Peer Responses Due by Sunday, Please address the questions listed on the Discussion Board and then respond to three of your peers.</p> <p>Activity: Sunday, Complete the following Activities</p> <p>Write: Due Sunday, Write Paper 2 and then post to the Module 2: Paper 2 Dropbox</p> <p>Extra Credit Video: Watch the following Video and then complete a 1 page reflection for 10 points extra credit. There will be an opportunity to earn extra credit each module, however you cannot earn more than 50 points extra credit in this class.</p>	<p>39</p> <p>35</p> <p>70</p> <p>10</p>
<p>Module 3 1/27-2/2</p>	<p>Reading Assignments: Click Here to read the module 3 readings</p> <p>Presentations: Due Wednesday, Watch A/V Lesson 3</p> <p>Quiz: Due Wednesday, Take Quiz 3</p> <p>Discuss: Initial Post Due Wednesday, Peer Response Due by Sunday, Please address the questions listed on the Discussion Board and then respond to three of your peers.</p> <p>Activity: Sunday, Complete the following Activity</p> <p>Write: Due Sunday, Write Paper 3 and then post to the Module 3: Paper 3 Dropbox</p> <p>Extra Credit Video: Watch the following Video and then complete a 1 page reflection for 10 points extra credit. There will be an opportunity to earn extra credit each module, however you cannot earn more than 50 points extra credit in this class.</p>	<p>17</p> <p>35</p> <p>70</p> <p>10</p>
<p>Module 4 2/3-2/9</p>	<p>Reading Assignments: Click Read for a link to module 4 resources. Also, make sure to read the interview (Paper 4) assignment instructions before beginning your research.</p> <p>Presentations: Due Wednesday, Watch A/V Lesson 13</p> <p>Quiz: Due Wednesday, Take Quiz 13</p> <p>Discuss: Initial Post Due Wednesday, Peer Response Due by Sunday, Please address the</p>	<p>18</p> <p>35</p>

	<p>questions listed on the Discussion Board and then respond to three of your peers.</p> <p>Activity: Wednesday (note: this week the activity is due on Wednesday instead of Sunday because it corresponds with the discussion board). Complete the following Activity</p> <p>Write: Due Sunday, Write Paper 4 and then post to the Module 4: Paper 4 Dropbox</p> <p>Extra Credit Video: Watch the following Video and then complete a 1 page reflection for 10 points extra credit. There will be an opportunity to earn extra credit each module, however you cannot earn more than 50 points extra credit in this class.</p>	82
Module 5 2/10-2/16	<p>Reading Assignments: Click Here to read the module 5 readings</p> <p>Presentations: Due Wednesday, Watch A/V Lessons 8 & 9</p> <p>Quiz: Due Wednesday, Take Quiz 8 and Quiz 9</p> <p>Discuss: Initial Post Due Wednesday, Peer Response Due by Sunday, Please address the questions listed on the Discussion Board and then respond to three of your peers.</p> <p>Activity: Sunday, Complete the following Activity then reflect on it in paper 5. *Please note that this activity requires some advanced planning and therefore is not due until the end of module 7.</p> <p>Write: Due Sunday, Write Paper 5 and then post to the Module 5: Paper 5 Dropbox *Please note that paper 5 is not due until the end of module 7, however you are welcome to turn it in at any time prior to the last day of class.</p> <p>Extra Credit Video: Watch the following Video and answer the questions for 10 points extra credit. There will be an opportunity to earn extra credit each module, however you cannot earn more than 50 points extra credit in this class.</p>	40 35 85 10
Module 6 2/17-2/23	<p>Reading Assignments: Click Here to read the module 6 readings</p> <p>Presentations: Due Wednesday, Watch A/V Lessons 10 & 11</p> <p>Quiz: Due Wednesday, Take Quiz 10 and Quiz</p>	39 35

	<p>11</p> <p>Discuss: Initial Post Due Wednesday, Peer Response Due by Sunday, Please address the questions listed on the Discussion Board and then respond to three of your peers.</p> <p>Activity: Sunday, Complete the following Activity that will be discussed as part of your paper 6</p> <p>Write: Due Sunday, Write Paper 6 and then post to the Module 6: Paper 6 Dropbox</p> <p>Extra Credit Webinar: Watch/ listen to the following Webinar and then complete a 1 page reflection for 10 points extra credit. There will be an opportunity to earn extra credit each module, however you cannot earn more than 50 points extra credit in this class.</p>	70 10
<p>Module 7 2/24-3/4 *This module is extended and ends on Tuesday</p>	<p>Reading Assignments: Click Here to read the module 7 readings</p> <p>Presentations: Due Wednesday, Watch A/V Lessons 14 & 15</p> <p>Quiz: Due Wednesday, Take Quiz 14 and Quiz 15</p> <p>Discuss: Initial Post Due Wednesday, Peer Response Due by Tuesday, Please address the questions listed on the Discussion Board and then respond to three of your peers.</p> <p>Activity: Tuesday, Complete the following Activity</p> <p>Write: Due Tuesday, Write Paper 7 and then post to the Module 7: Paper 7 Dropbox</p> <p>Extra Credit Video: Watch the following Video and then complete a 1 page reflection for 10 points extra credit. There will be an opportunity to earn extra credit each module; however you cannot earn more than 50 points extra credit in this class.</p> <p>Course Evaluation: Don't forget to fill out your course evaluation. You should be emailed a course evaluation directly from ASU. But you can also access all of your course evaluations during the assigned evaluation period directly at: http://asu.edu/evaluate</p>	40 35 85 10

	<p>*Remember to turn in your cultural immersion paper if you haven't done so already (assignment located in module 5)</p>	
	<p>*All Assignments are due by midnight</p>	
<p>Assignment Description :</p>	<p>(Detailed grading rubrics for each assignment will be posted in modules)</p> <p>Audio Lessons and Quizzes:</p> <p>Watch and listen to the weekly quizzes and note any "a ha" moments or connections you make as you watch and listen. Then take the QUIZ right away (after each segment). The quizzes aren't hard but they'll be easier if you do it while the info is fresh in your head.</p> <p>These audiovisual lessons will save you some reading and get you started on defining basic concepts on and providing a general understanding of culture and the components of local and global cultural diversity and its historical, economic, political, and social roots and impact. We will also look at cultural diversity in the U.S. and in other countries and provide an overview of the general implications of diversity.</p> <p>Discussion Boards:</p> <p>The discussion boards are meant to be used as a tool to help you to reflect upon your leanings and discuss your insights with classmates.</p> <p>Activities:</p> <p>The weekly activities supplement discussions and papers. They are meant to help make this course more experiential and help those students who learn best by doing.</p> <p>Cultural Immersion Activity:</p> <p>Attend a cultural event that is related to a culture or ethnic group that is different from your own. Then write a two page reflection paper in which you include the following:</p> <ol style="list-style-type: none"> 1. A description of the event 2. What you learned about the culture from participating, and your reaction to the experience. 3. Documentation / proof of attendance: Scan in and attach any program materials. etc. that you collected at the event. You might also want to upload any photos that you take. <p>Papers must be based on something experienced THIS semester. Families, children and significant others are also encouraged to attend this experience with you.</p> <p>Papers:</p> <p>Each module you will be assigned reflection papers to write. The papers should describe your reactions, perceptions and significant insights gained</p>	

from the reading and activities. What you write *should not* be a summary of what you read (as your professor already knows what the readings say) or a simple “regurgitation” of what you read, but be focused on the questions posed in each assignment.

It is preferred that you use double space, but single-spacing will be accepted if you feel you need more “space.” Submit your papers then through the “view/complete” link in each module. Remember to **put your name at the top** and to **properly name the file** for submission when you save it.

All papers will be graded using the following guidelines:

A = Excellent = Exceptional Paper

- All items requested in the assignment details are included, exceptionally outlined
- Comprehensive grasp of subject matter is demonstrated
- In-depth understanding of relevant concepts issues related to topic addressed / assigned
- Profound analytical critique, synthesis, & evaluation of information
- Insight in thought and contribution of something new
- Thorough explanation of the connection and/or application of disciplines *
- A clear, concise, and fluent style highlighting a well-written & logically structured essay.
- A virtually flawless mastery of all aspects of grammar, structure, spelling, & style
- Standard format of # of pages, margins, fonts, space, cover page, etc.
- Timely submission and academic integrity

B = Good = Above Average Paper

- All items are included: meets all requirements
- Good grasp of subject matter is demonstrated
- Basic understanding of relevant concepts & issues related to topic addressed
- Incorporates the connection between disciplines or the application thereof *
- Some in depth analytical critique, synthesis, & evaluation of information
- A clear, concise, and fluent style highlighting a well-written & logically structured essay.
- A good grasp of grammar, structure, spelling, & style
- Standard format of # of pages, margins, fonts, space, cover

page, etc.

- Timely submission and academic integrity

C = Satisfactory = Competent Paper

- All items are not included: one key area weak or missing
- Basic grasp of subject matter is demonstrated
- Some understanding of relevant concepts & issues related to topic addressed
- Adequate attempt for analytical critique, more reporting than analyzing
- Minimal attempt to discuss/apply disciplines *
- Essay with an acceptable style and structure
- Basics of grammar, structure, and spelling
- Standard format of # of pages, margins, fonts, space, cover page, etc.
- Timely submission and academic integrity

D = Poor = Marginally Acceptable Paper

- All items are not included: more than one key item missing or very weak
- Confusion of subject matter is demonstrated
- Understanding of relevant concepts & issues related to topic addressed is weak
- Just reporting events
- Just mentions the connection between, or application of, disciplines *
- A basic grasp of grammar, structure, spelling, & style
- Standard format of # of pages, margins, fonts, space, cover page, etc.
- Timely submission and academic integrity

E = Failing = An Unacceptable Paper

- All items are not included
- A basic lack of understanding of the subject matter
- No attempt to go beyond description
- Written expression is disorganized and poorly expressed
- Serious errors in grammar, sentence structure, and spelling
- Timely submission & Academic integrity questionable
- Standard format not followed

Important Policies

Conduct

An environment of acceptance is to be maintained at all times in this class. From time to time sensitive issues may arise regarding: race, class, nationality, gender, religion & sexual orientation, students are expected to respect the confidentiality of any shared information. This course is conducted according to the ASU Code of Conduct, which is available on-line through the ASU home page.

Late Assignment Policy

Late assignments will be penalized 10% for each module due date that they are late.

Redo Policy

Students will be allowed to redo assignments within one week of receiving feedback from the instructor when they receive a grade of 69% (D) or lower or upon special request.

Participation Policy

Participation is an integral part of this course. The student's participation will be assessed taking into account: participation in class activities, and participation discussions. Essential for participation is preparation. It is expected that each student has completed all readings and assignments for each class. Excused absences will be provided only with proper documentation (Dr.'s note or other legal or official papers, obituary etc...)

Rules of Academic Integrity

The Rules of Academic Integrity is the university community's standard of honesty and is endorsed by all members of the ASU & BIS academic community. It is an essential element of the University's academic credibility. All work in this course must follow ASU & BIS Rules of Academic Integrity, which is available on-line at:

<https://provost.asu.edu/index.php?q=academicintegrity> **Plagiarism in any form will not be tolerated and could result in course failure and possible suspension.**

Americans with Disabilities Act

In accordance with section 504 of the federal rehabilitation act of 1973 and Americans with Disabilities Act of 1990, ASU endeavors to make reasonable adjustments in its policies, practices, services and facilities to ensure equal education programs and activities. Proof of disability from a competent authority will be required as well as information regarding specific limitations for which accommodation is requested. **Should you need special accommodations, please contact me.**

Religious Observances:

Students will be excused for religious observances, however they are required to inform the professor in advance.

**Printable
Course
Syllabus**

[Printable Syllabus](#)
