

**Syllabus**  
**Business 212: Gender in Business Spring 2008**

**PLEASE BRING THIS SYLLABUS TO CLASS EVERY DAY**

Professor: Dr. Cherlyn S. Granrose (Cherry)    Tel: 706-290-2684  
Class Time: T TH 12:30-1:45    Office: Room 218, Green Hall  
Class Place: Room 203, Green Hall    e-mail: [cgranrose@berry.edu](mailto:cgranrose@berry.edu)  
Office Hours: M 1-4, W 9AM -4 PM, By Appointment

**Course Description** Roles of women and men in the work force, particularly with regard to employment relationships and communication, career paths, and equal opportunity. Includes examination of historical influences that have shaped traditions and affected gender roles in the workplace. **Prerequisite:** None

**Texts** Powell, G. N. and Graves, L. M. Women and Men in Management, 3rd ed., 2003, Thousand Oaks CA: Sage.

Fiorina, Carly, Tough Choices: A memoir, 2006, NY: Penguin.

Recommended: Ella Bell & Stella Nkomo, Our Separate Ways, 2001, Cambridge MA: Harvard U. Press.

**Purpose and Nature of Course**

The purpose of this course is to provide the opportunity for women and men students to understand how gender roles affect perceptions, expectations and behavior and opportunities in work settings.

**Expected Student Learning Outcomes**

The student should achieve the following:

**HEAD**

\*An understanding of the differences in occupations, earnings, and employment status between men and women, and some of the reasons these differences exist

\*An understanding of how race, ethnicity, and nationality interact with gender at work

\*An understanding of legal remedies for discrimination in all conditions of employment such as hiring, promotions, compensation, and sexual harassment.

**HEART**

\* Appreciation of gender differences in discrimination

**HANDS**

\* Experience with masculine and feminine and androgynous management and leadership styles

\* Creation of plans for integrating employment and family careers

**Student Goals**

**1.** Learn how to treat members of the opposite sex without discrimination

**2.** Learn how not to be discriminated against

**3.** Get a good grade

**Course Requirements**

1. Each student is expected to come to class with all reading assignments and cases read and analyzed and any assigned exercises completed.
2. Each student is expected to complete two hourly examinations and one comprehensive final examination with a satisfactory score.
3. Each student is expected to participate in an individual or group project conducting library or practical research on an issue related to the course content and to contribute to the oral or audiovisual presentation of the project.

**Evaluation Criteria for the Oral Presentation**

1. Does it follow a logical format?
2. Is it clear, succinct and specific?
3. Do you support assertions with relevant data or examples that go beyond the text?

4. Are spelling, grammar and typing correct?
5. Did you use creativity in presentation?
6. Is your oral presentation style articulate?
7. Was the mode of presentation entertaining?
8. Does your presentation fit your audience on a course-relevant topic?
9. Have you avoided sexism, and ethnocentrism?
10. Have you avoided socially irresponsible and unethical behavior?

### **Evaluation Components and Grading Scale      Percent**

Class Participation	20
Term Project Presentation:	20
Hourly Examinations	40
Final Examination	20
Total:	100%

#### **Grading scale**

A=100-93 A-=90-92

B+=87-89 B=83-86 B-=80-82

C+=77-79 C=73-76 C-=70-72

D=60-69 F=below 60

### **Method of Instruction**

Class discussions, readings, research projects and occasional lectures.

### **Attendance**

Regular attendance is expected. This is a discussion-oriented class where you are likely to learn a great deal from your peers and your interactions with them. Not attending class makes this impossible. Each student is responsible for all material covered in every class, whether she or he attends the class or not. The professor should be notified whenever absence is unavoidable due to personal or employment contingencies. Anyone who misses 3 classes will be required to make special arrangements with the instructor. This may include make-up work or retaking the course.

### **Accommodation of Disabilities**

Students with disabilities who believe that they may need accommodations in this class are encouraged to contact the Academic Support Center in Krannert 329 (Ext. 4080) as soon as possible to ensure that such accommodations are implemented in a timely fashion.

### **Tutoring**

Because this is an action learning class, traditional content-material tutoring is not usually effective. Students with problems in the communications and writing aspects of the course are encouraged to use the writing center. If I notice you need assistance I will recommend this on your papers, but my failure to do so should not discourage every student from using this fine service provided by Berry College. Call extension 5903 for an appointment.

**Academic Integrity** Students in this course are expected to follow the principles of ethical behavior presented in the Viking Code and are specifically banned from cheating on examinations, from fabrication of any course material, from plagiarism and from collaborating with others to cover up or to accomplish academic dishonesty. Collaboration is encouraged for the group project and for other group class activities but is expressly forbidden on examinations and on individual written work. Wikipedia is not to be used as a source in this course and all sources must be identified accurately and in full. No text messaging or other forms of electronic communication are permitted during class or during examinations. The penalty for any of these offenses may be loss of participation points, failing or zero grade on the examination, paper, or course or other penalty deemed appropriate by the instructor or any judiciary body of Berry College.

**Research Project:** The research project is a choice of doing individual or group research on a specific topic of your own choice relevant to one of the topics listed in the syllabus and to summarize the findings of this research in a presentation in class using any format or audio visual means.

## **Bibliography:**

Academy of Management Journal  
Academy of Management Review  
American Business Law Journal  
California Management Review  
Harvard Business Review  
Industrial Relations  
Journal of Applied Psychology  
Journal of Management  
Journal of Management Inquiry  
Monthly Labor Review  
Personnel Journal (Journal of Human Resources)  
Personnel  
Personnel Psychology  
Gender and Society  
Psychology of Women Quarterly  
Women's Studies

## **Schedule of Classes, BUS 212, Gender in Business, Spring 2008**

### **Date Topic Text & In Class**

January 17 Th Intro. Psychological contract Hand out

22 T Sex versus Gender CH 1 When I was young assignment ; What is typical?  
Stereotyping magazines

### SOURCES OF GENDER DIFFERENCES IN WORK LIVES OF MEN AND WOMEN

24 Th Becoming Women and Men CH 3 – Raising Robert and Elizabeth

29 T Organizational discrimination Ch 9 pp. 217-225  
and the law

31 Th Organizational discrimination (Air Force Augusta National, Walmart)  
Bring project ideas to class

February

5 T Occupational segregation Ch 2, p 12-30  
When I was Young

7 Th Employment and hiring decisions Ch 4 Who gets hired?

12 T Review, \*\*\*Hand in project topic

14 Th Exam I

19 T Review Exams

### DAILY DIFFERENCES IN THE WORK LIVES OF MEN AND WOMEN

21Th Working in Teams Ch 5

26 T Leadership Ch 6, *Designer decorations*

28 Th Communications He said /She Said

## **Schedule of Classes BUS 212 Gender in Business, Spring 2008**

### **Date Topic Text & In Class**

March

4 T Career Patterns and Gender Ch 9

6 Th Promotions Attorney Evans

11 T Work and family choices Granrose & Kaplan

Role play

13 Th Exam 2

18-20 No Class -Spring Break

25 T Review Exam II Return Exam, review projects

27 Th Carly Fiorina'S Career See CF Memoir

April 1 T Carly Fiorina's Career See CF Memoir

3Th Dress for Success and Other Work Norms

8 T Compensation & Benefits pp. 30-31

ID Gender difference in salary for own profession

10 Th Sexual Harassment Ch 7 See Berry Policy

15 T *Dealing with sexually oriented behavior*

PROMOTING CHANGE IN THE WORK LIVES OF MEN AND WOMEN

17 Th Promoting Change pp. 225-244

Analysis of consulting Co

22 T Projects

24 Th Projects

29 T Projects

May 1 Th Review

Week of May 7-10 COMPREHENSIVE Final Exam, Check Exam Schedule