

Eastern Oregon University Course Syllabus

Number of Course:

MBA 512

Name of Course:

Managing Workforce Diversity, Equity & Inclusion in Practice

Catalog Description:

Diversity is about understanding each other and moving beyond simple tolerance to embracing the richness of diversity contained within each individual. A workplace's success depends upon its ability to embrace diversity and realize the benefits of workforce diversity. Mutual and unique challenges exist when attempting to create a diverse equitable and inclusive workplace environment in urban and rural areas. Examining such challenges will enable rural and urban workplaces to develop strategies and goals that will meet the specific needs of the organization and achieve long-term success. This course is cross-listed as MHA and MBA.

Credit Hours:

3

Instructor:

TBD

Time and place of the course:

Online

Required Texts or Suggested Materials:

Link to the EOU Bookstore: [Eastern Oregon University Bookstore \(opens in new tab\)](#)

Prerequisites:

None

Learning Outcomes:

1. Analyze the historical foundations and their impact on the changing dynamic of diversity and inclusivity within today's work environments.
2. Interpret the complexity of diversity and inclusive perspectives.
3. Examine the complex network of organizations, industry, government policies, socioeconomic factors, and resources impacting rural and urban workforce diversity efforts.
4. Assess and develop strategies for positive recruitment and retention of diverse talent in rural and urban settings.
5. Evaluate the challenges of managing a diverse workforce in rural and urban settings.
6. Devise workforce diversity, equity and inclusion strategies for rural and urban workplaces to meet the specific needs of the workplace and achieve long-term success.

Course Requirements and Means of Assessment:

Learning Outcome	Assessment instrument	Percent of Total Grade	Timeline
1, 2, 3, 4, ,6	Written assignments	30%	Bi-weekly
1, 2, 3, 4, 5,6	Reflection assignments	20%	Bi-Weekly
1, 2, 3, 4, 5,6	Weekly discussion forums	30%	Weekly
1, 2, 3, 4, 5,6	Final Project	20%	Finals Week

Grading Policies:

Letter Grade:	Percentage:
A+	98-100
A	97-100
A-	90-92
B+	86-89
B	83-85
B-	80-82
C+	76-79
C	73-75
C-	70-72
D	60-69
F	<60

Brief Outline of Course:

Describe the nature of the course (lecture and lab, workshop format, etc.), any specific course content not detailed in the catalog description, and brief schedule.

Primarily a combination of lecture, discussions of past and current developments in healthcare administration and project based learning. Weekly timeline is included in the table above.

Topics to be Covered include:

- Week 1: Diversity and inclusion in organizations, the business case for diversity.
- Week 2: Diversity constructs, investigating various types of diversity.
- Week 3: Privilege, social constructs, attribution, and justice.
- Week 4: Organizational structure, organizational outcomes and processes, and pay structure equity.
- Week 5: Identities, identity-based processes, group-based identities intersectionality, acculturation and socialization processes.
- Week 6: Stereotypes, prejudice, and discrimination. Improving relationships through intergroup contacts, behavior change.
- Week 7: Diversity, inclusion, and the law. Legal approaches to diversity management.
- Week 8: Diversity, inclusion, and teams. Team building and trust.
- Week 9: Race, ethnicity, discrimination and work and work-life balance.
- Week 10: Building diversity competence for individuals and organizational diversity competence.

Course Conduct:

Students are expected to conduct themselves in the course (e.g., on discussion boards, email postings, in-class, group work) in compliance with the university's regulations regarding civility. Students will be expected to treat all others with the same respect as they would want afforded themselves. Disrespectful behavior to others (such as harassing behavior, personal insults, and inappropriate language) or disruptive behaviors in the course is unacceptable and can result in sanctions as defined by Oregon Administrative Rules Division 015 Student Conduct Regulations. Please also observe professional style communications in all of your emails and Discussion board posts.

Observation of "Netiquette":

All of your online communications need to be composed with fairness, honesty and tact. Spelling and grammar are very important in an online courses. What you put into an online course reflects on your level of professionalism. Your grade can be affected if you do not observe these common courtesies and communicate in plain text English (that is, no abbreviations or "texting" language).

General Education Category and Outcomes:

N/A

University Writing Requirement Outcomes:

N/A

Writing Center Statement:

The EOU Writing Center provides a place — physical or virtual — where every EOU student can find an interested, responsive reader. Writing tutorials are free of charge for EOU undergraduate and graduate students and are available for writing at any course level and for writing resumes, job letters, and graduate applications. For drop-in hours or to schedule in-person, synchronous online, or asynchronous online tutoring, please visit the EOU Writing Center: [Writing Center – Eastern Oregon University \(opens in new tab\)](#).

Classroom Decorum:

[Insert text here]

Academic Misconduct Policy:

Eastern Oregon University places a high value upon the integrity of its student scholars. Any student found responsible for an act of academic misconduct (including but not limited to cheating, unauthorized collaboration, fabrication, facilitation, plagiarism or tampering) may be subject to having his or her grade reduced in the course in question, being placed on probation or suspended from the University, or a combination of these.

Accommodations/Students with Disabilities Policy:

Any student who feels they may need accommodation for any type of disability must contact the Disability Services Office in Loso Hall, Room 233. Phone: 541-962-3081.

Disclaimer:

This standard syllabus provides only general information on the course. For those enrolled in the course a detailed syllabus will be provided by the Instructor at the beginning of the term. Please keep in mind that not all courses are offered every year.

Syllabus Prepared By:

Dr. Michael Fields

Date:

10/15/2021