



Course Syllabus: Independent Study in Management

MGMT 4553

Study Abroad- Berlin, Germany

Summer I 2023, June 5-July 7

Contact Information

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How to Contact Me

The best way to contact me is through email. I usually respond quickly. You can expect a response within 24 hours, however, it could be a little longer on weekends or holidays.

Textbook & Instructional Materials

Bucher, R. D. (2015). *Diversity Consciousness* (4th Ed.). New York:Pearson.

Course Description

This independent study will focus on a study of individual, family, and cultural community diversity and how it impacts leadership.

Course Content and Skills

Core Content

- 1.** Explain concepts such as diversity, stereotype, lifestyles, class, racism, sexism, sensitivity, tolerance, etc.
- 2.** Critically examine minority group contributions to American society.
- 3.** Demonstrate an awareness of the cultural experience of ethnic/diverse groups other than his/her own
- 4.** Understand what is involved in developing wholesome self-identities
- 5.** Evidence awareness and justification of the need and value of multiculturalism
- 6.** Distinguish similarities and differences among majority and minority cultures
- 7.** Recognize communication patterns in self and others that enhances or inhibits the communication process
- 8.** Synthesize the communication patterns of diverse populations and how they relate to interpersonal relations
- 9.** Summarize scholarly resources related to diversity

Core Skills

- 1.** To learn to respond appropriately to diverse needs
- 2.** Learning Activities: class discussion, lecture, guided reading, guest speakers, case study, peer practice, experiential learning
- 3.** To learn to apply concern for diversity in professional and social environments
Learning Activities: class discussion, lecture, guided reading, guest speakers, case study, peer practice, experiential learning
- 4.** To communicate and work effectively with diverse groups
- 5.** Learning Activities: class discussion, lecture, guided reading, guest speakers, case study, peer practice, experiential learning
- 6.** To develop a vision of society that promotes the success of all members, based on relevant knowledge and theories
Learning Activities: class discussion, lecture, guided reading, guest speakers, case study, peer practice, experiential learning, debate
- 7.** To demonstrate the ability to combine impartiality, sensitivity to diversity, and ethical consideration in interactions with others
Learning Activities: class discussion, lecture, guided reading, guest speakers, case study, peer practice, experiential learning
- 8.** To develop multicultural awareness, gender sensitivity, and ethnic appreciation in the community
Learning Activities: class discussion, lecture, guided reading, guest speakers, case study, peer practice, experiential learning
- 9.** To develop responsiveness to diverse sociological, linguistic, cultural, and other factors
Learning Activities: class discussion, lecture, guided reading, guest speakers, case study, peer practice, experiential learning
- 10.** To serve as an advocate
- 11.** Learning Activities: class discussion, lecture, guided reading, guest speakers, case study, peer practice, experiential learning, debate
- 12.** To demonstrate the ability to analyze the complex causes of poverty and other disadvantages and their effects
Learning Activities: class discussion, lecture, guided reading, guest speakers, case study, peer practice, experiential learning, debate

Study Hours and Tutoring Assistance

See office hours or by appointment.

Student Handbook

Refer to: [2022-2023 Student Handbook](#)

Academic Misconduct Policy & Procedures

Academic Dishonesty: Cheating, collusion, and plagiarism (the act of using source material of other persons, either published or unpublished, without following the accepted techniques of crediting, or the submission for credit of work not the individuals to whom credit is given). Additional guidelines on procedures in these matters may be found in the Office of Student Rights and Responsibilities.

[Office of Student Rights and Responsibilities](#)

Grading/Assessment

Table 1: Points allocated to each assignment

Assignments	Points
Cultural Autobiography	200
Research Topic Proposal	100
Argument Analysis	150
Field Notes	150
Synthesis Paper	200
Presentation	50
Positive Culture and Diversity Paper	100
Class Participation	50
Total Points	1000

Table 2: Total points for final grade.

Grade	Points
A	900
B	800 to 899
C	700 to 799
D	600 to 699
F	Less than 600

Various Assignments

There will be 7 major assignments in this course which are described within the course assignments folder: Cultural Biography, Research Topic Proposal, Argument Analysis, Field Notes, Presentation, and Synthesis Paper.

Extra Credit

No extra credit assignments will be given or accepted.

Late Work

Work must be turned in when it is due for full credit. Late work will only be accepted in emergency situations that have been cleared with Dr. Acuña. This means only illness or family emergency.

Desire-to-Learn (D2L)

Extensive use of the MSU D2L program is a part of this course. Each student is expected to be familiar with this program as it provides a primary source of communication regarding assignments, examination materials, and general course information. You can log into [D2L](#) through the MSU Homepage. If you experience difficulties, please contact the technicians listed for the program or contact your instructor.

Attendance

You are expected to attend each class session and field site visit during this study abroad course

Change of Schedule

A student dropping a course (but not withdrawing from the University) within the first 12 class days of a regular semester or the first four class days of a summer semester is eligible for a 100% refund of applicable tuition and fees. Dates are published in the Schedule of Classes each semester.

Refund and Repayment Policy

A student who withdraws or is administratively withdrawn from Midwestern State University (MSU) may be eligible to receive a refund for all or a portion of the tuition, fees and room/board charges that were paid to MSU for the semester. HOWEVER, if the student received financial aid (federal/state/institutional grants, loans and/or scholarships), all or a portion of the refund may be returned to the financial aid programs. As described below, two formulas (federal and state) exists in determining the amount of the refund. (Examples of each refund calculation will be made available upon request).

Services for Students with Disabilities

In accordance with Section 504 of the Federal Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, Midwestern State University endeavors to make reasonable accommodations to ensure equal opportunity for qualified persons with disabilities to participate in all educational, social, and recreational programs and activities. After notification of acceptance, students requiring accommodations should make application for such assistance through Disability Support Services, located in the Clark Student Center, Room 168, (940) 397-4140. Current documentation of a disability will be required in order to provide appropriate services, and each request will be individually reviewed. For more details, please go to [Disability Support Services](#).

College Policies

Campus Carry Rules/Policies

Refer to: [Campus Carry Rules and Policies](#)

Smoking/Tobacco Policy

College policy strictly prohibits the use of tobacco products in any building owned or operated by WATC. Adult students may smoke only in the outside designated-smoking areas at each location.

Alcohol and Drug Policy

To comply with the Drug Free Schools and Communities Act of 1989 and subsequent amendments, students and employees of Midwestern State are informed that strictly enforced policies are in place which prohibits the unlawful possession, use or distribution of any illicit drugs, including alcohol, on university

property or as part of any university-sponsored activity. Students and employees are also subject to all applicable legal sanctions under local, state and federal law for any offenses involving illicit drugs on University property or at University-sponsored activities.

Grade Appeal Process

Update as needed. Students who wish to appeal a grade should consult the Midwestern State University [MSU Catalog](#)

Notice

Changes in the course syllabus, procedure, assignments, and schedule may be made at the discretion of the instructor.

Course Schedule
Reading and Assignment Schedule Summer 2023- Berlin Study Abroad

Week	Dates	Topics/Focus	Reading*	Assignment Due
1	Monday June 12	Diversity: An Overview	<i>Diversity Consciousness</i> Ch. 1 pp 1-32	
1	Tuesday June 13	Diversity Consciousness and Success	<i>Diversity Consciousness</i> Ch. 2 pp 33-60	
1	Wednesday June 14	Personal and Social Barriers to Success	<i>Diversity Consciousness</i> Ch. 3 pp 61-94	Cultural Autobiography
1	Thursday June 15	Developing Diversity Consciousness	<i>Diversity Consciousness</i> Ch. 4 pp 95-124	Research Topic Proposal
1	Friday June 16-18	Trip to Rome		
2	Monday June 19	What is research and how to understand it Argument Analysis		
2	Tuesday June 20	Communicating in a Diverse World	<i>Diversity Consciousness</i> Ch. 5 pp 125-150	Argument Analysis Due
2	Wednesday June 21	Social networking	<i>Diversity Consciousness</i> Ch. 6 pp 151-190	
2	Thursday June 22	Teamwork	<i>Diversity Consciousness</i> Ch. 7 pp 191-216	Field Notes
2	Friday June 23	Leadership	<i>Diversity Consciousness</i> Ch. 8 pp 217-238	
3	Monday June 26	Preparing for the Future	<i>Diversity Consciousness</i> Ch. 9 pp 239-257	
3	Tuesday June 27	Conclusions and Presentations		Presentation
3	Wednesday June 28	Travel back to Texas		
3	Monday July 3		Article: Proof That Positive Work Cultures Are More Productive	Positive Culture and Diversity Paper
3	Wednesday July 5			Synthesis Paper

* Reading for each day should be completed before class on that day.

*Assignments are due by 11:59pm of the assigned due date.

Additional Readings:

Adams, M., Blumenfeld, W, Catalano, D., Dejong, K., Hackman, H., Hopkins, L.,
Love, B., Peters, M., Slasko, D. & Zuniga, X. (2018). *Readings for Diversity
and Social Justice*. New York:Routledge.