

POLI 306.501— Fall 2017
Diversity and Public Administration
Tues & Thurs 3:05-4:20pm
Allen Bldg—Room 1015

Professor Rice
Office: Room 2082 Allen Building
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Office Hours: Wed 1:30 - 2:30pm

Voluntary Diversity Syllabus Statement – Department of Political Science

The Department of Political Science supports Texas A&M University's commitment to diversity, and welcomes individuals from any racial, ethnic, religious, age, gender, sexual orientation, class, disability, and nationality. (See <http://diversity.tamu.edu/>). Following the spirit of this vital commitment, in this course each voice in the classroom has something of value to contribute to all discussions. Everyone is expected to respect the different experiences, beliefs and values expressed by fellow students and the instructor, and will engage in reasoned discussions that refrains from derogatory comments about other people, cultures, groups, or viewpoints.

Students with Disabilities

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you believe you have a disability requiring an accommodation, please contact Disability Services, currently located at 701 West Campus Blvd or call 979-845-1637. For additional information, visit <http://disability.tamu.edu>

INTRODUCTION

The United States is fast becoming a multiracial, multicultural, and multilingual country. Data now indicates that ethnic minorities are increasingly becoming a larger and larger proportion of the U.S. population and its workforce. Some data now show that Texas is a minority-majority state. These demographic changes pose a number of tremendous challenges for Texas and American society in general and the public sector in particular. The challenges for the public sector include maintaining a delicate balance between quality, human well-being and public service policy and programming, and public service delivery. Indeed, both Texas and the United States are faced with major challenges in how to grapple with diversity in all facets of life and in all institutions, including political, government, and business institutions. Therefore, it is no accident that public organizations in the U.S. are concerned about both workplace diversity and diversity in society. The concept of diversity not only takes into account race, ethnicity and gender. It also includes other ways in which individuals are different from one another, including age, sexual preference, and disability. Diversity may be viewed as differing cultures, languages, ethnicity, race, sexual orientations, religious sects, abilities, classes, ages and the origin of individuals in an institution or community. Yet, diversity has not been accepted by everyone. Various hate groups and white supremacy groups have recently come into the spotlight.

Further, many public organizations have implemented diversity initiatives to better serve their employees and external constituents, while simultaneously enhancing productivity, effectiveness and sustained competitiveness. Workplace diversity is both a productivity issue

and a risk management issue. Moreover, federal efforts and initiatives have pointed out the importance of diversity in the government workplace. What changes are occurring in U.S. society as a result of diversity? How are governments responding to the changing demographics? This course will address these and other important questions about the role, importance, and impact of diversity in public organizations in Texas in particular and in U.S. society in general.

Overall Course Objective: To provide students with an in-depth and broader understanding of diversity in society and organizations in general and public organizations in particular.

Primary Course Objective: To enhance students' appreciation and understanding of diversity in the workplace and in society and provide students with the necessary cultural competencies needed to interact successfully in a global world.

REQUIRED TEXTS (3)

Mitchell F. Rice, **Diversity and Public Administration: Theory, Issues, and Perspectives**. 2nd. NY: Taylor and Francis Group, 2010. (NOTE: E-book version available through TAMU Bookstore)

Kecia M. Thomas, **Diversity Resistance in Organizations**, Taylor and Francis Group, NY, 2008

William H. Frey, **Diversity Explosion: How New Racial Demographics Are Remaking America**, Brookings Institution Press, Washington, DC, 2015

TOPICS, READINGS, AND ASSIGNMENTS (READ CLOSELY AND THOROUGHLY)

(NOTE: PLEASE READ CAREFULLY!!! Short Assignments 1, 2, 3, 4, 5 MUST be completed in a question/answer format and numbered properly). Typed out questions first and follow with answer. When there are multiple questions within a question separate answers by using A), B), C).

ALL SHORT ASSIGNMENTS ARE INDICATED WITH AN ASTERISK* AND MUST BE COMPUTER TYPED (NO HANDWRITING ACCEPTED!!)

I. CHANGING DEMOGRAPHIC DIVERSITY

***(1) Handout Article with questions—"The Imperative of Developing Global Leaders" DUE DATE: Sept 12, 2017—QUESTION and ANSWER FORMAT REQUIRED**

READ: Rice—Chapters 1, 2

READ: Frey-- Chapters 1, 2, 3

***(2) Handout Article with questions—"Doing Diversity" DUE DATE: Sept 26, 2017 QUESTION and ANSWER FORMAT REQUIRED**

*** (3) Handout article with questions-- “What Every Happen to Diversity’s Bad Boys?”**
DUE DATE: Oct 10, 2017 -- QUESTION and ANSWER FORMAT REQUIRED

II. UNDERSTANDING DIFFERENCES BETWEEN THE CONCEPTS OF DIVERSITY, AFFIRMATIVE ACTION, MULTICULTURALISM, AND EEO

READ: Frey-- Chapter 4, 5, 6

READ: Rice-- Chapters 2, 3

*** (4) Handout Articles with Questions—“Ten Elements for Creating A World Class Corporate Diversity and Inclusion Program” DUE DATE: Oct 31, 2017 -- QUESTION and ANSWER FORMAT REQUIRED**

III. WORKPLACE DIVERSITY ISSUES IN ORGANIZATIONS

READ: Rice-- Chapters 9, 10, 11

READ: Frey-- Chapters 7, 8

READ: Thomas— Chapters 1, 2, 3

IV. DIVERSITY AND SOCIETAL ISSUES

READ: Frey-- Chapters 9, 10, 11

READ: Thomas-- Chapters 9, 10

*** (5) Handout Article with Questions “Diversity Worst Practices” DUE DATE: Nov 14, 2017**
QUESTION and ANSWER FORMAT REQUIRED

IV. FIELD ASSIGNMENT: (READ CAREFULLY). Each student is required to INTERVIEW a high ranking person in the private sector corporate world or in the public sector concerning how diversity is impacting their organization. **(NO INTERVIEWS OF ANY KIND AT TEXAS A&M UNIVERSITY. NO PARENTS INTERVIEWS)**. You must identify the person you wish to interview (and clear person you have chosen with Professor Rice), set up an appointment, and provide a 2-3 page typed report with the answers to the following questions.

Do the INTERVIEW Report in a question and answer format. DUE DATE: Nov 21, 2017

IMPORTANT!! Be sure in advance of INTERVIEW to advise person that they are required to sign and date COVER PAGE indicating that the interview took place!!!

INTERVIEW QUESTIONS—SEE BELOW (PLEASE READ CAREFULLY!!! Along with these 7 required questions, you MUST Ask a minimum of 9 questions followed by detailed answers – SEE INSTRUCTIONS BELOW.) Question/Answer Format Required!!

1. What is your official job title?
2. What are your official job duties and responsibilities?
3. How many persons work in your organization?
4. How does workplace diversity affect your job duties and responsibilities? Please explain.
5. Does your organization have any kind of formal diversity policy? Please explain.
6. In your opinion, how has your organization responded to the growing diversity of the population?
7. In your opinion, how has diversity impacted your organization's bottom line?

***ASK AT LEAST TWO MORE QUESTIONS (Questions 8 and 9—place an asterisk by *8 and *9) ABOUT THEIR ORGANIZATION AND DIVERSITY NOT LISTED ABOVE (follow with detailed answers) ==BE SURE TO GET BUSINESS CARD**

GRADE WEIGHT

Exam #1 = Oct 12, 2017 (Thurs)	100 points
Exam #2 = Nov 30, 2017 (Thurs)	100 points
Short Assignments = 5@25 points each =	125 points
Field Assignment (Interview)	<u>50</u> points
TOTAL MAXIMUM POINTS =	375 points

IMPORTANT NOTE: NOTE: To be highly successful in this class you MUST pay attention to detail, read and understand all readings, score very well on the two exams, and complete ALL assignments with high marks.

Final Grade Scale

375 - 337 = A = 90%-100%

336 - 300 = B = 80%- 89%

263 - 299 = C = 70%- 79%

Lower grades can be earned.

IMPORTANT SPECIAL NOTES FOR ALL STUDENTS!!!

1. All students must adhere to university rules and regulations regarding plagiarism as spelled out in the Texas A & M University Student Rules under the section Scholastic Dishonesty.
2. This class complies with the university policy statement concerning ADA. Speak with Prof Rice if you have official TAMU paperwork indicating that you require ADA arrangements.
3. All students are required to participate substantively in class discussions and to complete all assignments (verbal and written) and pass in on the due dates indicated and/or assigned. **Late written assignments will NOT be accepted after collection in class on due dates EXCEPT with DOCTOR'S NOTE.** *No assignments will be accepted by email.
4. Incompletes (I's) as Final Grades are given at the professor's discretion only.
5. You are expected to produce work of the highest quality - both oral and written. If you do not, you will be so advised.
6. ***All assignments must be completed on a computer word processor and if more than one page neatly stapled together. NO paper clips or torn edges to hold papers together. NO handwritten assignments will be accepted.**
7. You are responsible for all class readings including handout materials.
8. If you are absent from class, you are **RESPONSIBLE** for finding out missed lectures, assignments, and class work.
9. In case of a final grade dispute, it is recommended that you keep ALL graded returned assignments and exam scores.

INTERVIEW ASSIGNMENT (Cover Page)

Student's NAME:

DUE DATE: NOV 21, 2017

**ATTACH THIS PAGE AS FIRST PAGE OF THE
ASSIGNMENT OR RETYPE PAGE**

STAPLE the Person's BUSINESS CARD to the ASSIGNMENT HERE

(NO Business Card = minus 10 points)

**This student interviewed me on (Date)_____ at _____
(am/pm)**

(Signature of person interviewed)

(NO signature = minus 20 points)