Changes made to “Diversity Challenges at Eastern University” Critical Incident and Teaching Note after Conference Reviews

Critical Incident Revisions

1. Clarified the decision in the introduction. The professor is the decision maker and must decide if she wants to further her involvement in the culture change plan devised by the student.
2. Stated that Eastern University is a private institution.
3. Stated that the only diversity policy at Eastern University consists of a policy for reporting hate incidents.
4. Removed student’s letter from the Critical Incident and included the whole letter as an appendix in the teaching note.
5. Critical incident is written from the perspective of the professor. It describes events that were told to her or that she personally witnessed.

Teaching Note Revisions

1. Removed new information from the Teaching Note.
2. Added additional courses to include Business Ethics, American Studies, Cultural Pluralism and other courses with a diversity module.
3. Reduced number of questions, incorporated questions #1, #2, and #6 into revised question#1.
4. See revision #3 above.
5. Eliminated question #5 of the original CI.
6. Expanded on three steps of Kotter’s Eight Step Model in question #1. Related these steps to the situation described in the Critical Incident.
7. Provided a summary of selected OD interventions in Appendix B of the teaching note.
8. See above #3.
9. See above #5.
10. See above #5.
11. Added additional authors – Cox, Thomas, and Clawson.
12. All authors listed on reference page are cited in text.