



Course Women in Management ISIS 3312-001
Professor Dr. Tonja Wissinger
Term Spring 2013
Meetings Mondays and Wednesdays 11:30-12:45 HH2.502

Professor's Contact Information

Office Phone 972-883-2814
Other Phone n/a
Office Location HH 2.804
Email Address twissin@utdallas.edu
Office Hours MW 12:45-2:00 and by appointment
Other Information Additional information will be provided on the first day of class and throughout the semester.

General Course Information

**Pre-requisites,
Co-requisites, &
other restrictions** No pre-requisites

Course Description

According to Powell, women have made strides in corporate America. In the United States the proportion of women managers, which was 26% in 1980, now is roughly 45%. Despite this positive trend, women still remain clustered in lower and mid-level positions. The proportion of women in top management is only 14% in Fortune 500 corporations. Additionally, women are often paid less than men in the same position and/or occupation.

In this course we will examine the history of women in management, the key issues facing women managers today, and the outlook for the future. We will explore a variety of topics including the concept of the glass ceiling, workplace diversity, legal solutions to discrimination, leadership styles, work and family issues, and sexual harassment. The topics will be examined from the perspectives of organizational behavior, sociology, psychology, history, and gender studies.

This is not a "self-help" course. It is an examination of women's progression in the field of management. Both women and men are encouraged to enroll.

Course Objectives:

Learning Outcomes 1. Students will be able to describe various forms of discrimination, identify studies that explore these types of discrimination, and analyze how race, class, sexual orientation, and ethnicity intensifies (or reduces) these forms of discrimination.

2. Students will be able to identify and assess three different types of solutions (personal strategies, legislation, and corporate programs) to specific kinds of discrimination.

3. Students will be able to analyze how the socialization process has shaped their academic and career decisions.

Required Texts & Materials

Women and Leadership: The State of Play and Strategies for Change by Barbara Kellerman & Deborah Rhode (eds.)

Women and Men in Management by Gary N. Powell

Additional readings on reserve.

Suggested Texts, Readings, & Materials n/a

Assignments & Academic Calendar

[Topics, Reading Assignments, Due Dates, Exam Dates]

Re: Written assignments

The assignments will be explained on the day indicated on the schedule.

****All** written assignments must be well organized, free of spelling and grammatical errors, double-spaced, and printed in a 12-14 font. Handwritten work will not be accepted. **Do not** e-mail the written assignments to me without permission. Assignments are due at the beginning of class.

Re: Assigned readings

I require that students complete the assigned readings prior to class. Come prepared to discuss them.

**** *These descriptions and timelines are subject to change at the discretion of the Professor.***

Jan. 14 & 16

M Introduction
W Sex Differences and Gender
Powell, chapter 1 & 3.
The Self-study is assigned.

M No Class. MLK Day!

Jan. 21 & 23

W Discussion: Growing Up Male/Female.
The Self-study is due.

Jan. 28 & 30

M & W The Hidden History of Women Managers.
Fagenson, chapter 2 (on reserve).

M The Hidden History of Women Managers continued
Powell, chapter 2.

Feb. 4 & 6

W Making Management Masculine.
Kanter, chapter 1 (on reserve)..
The Organization Man
By William H. Whyte chapter 11 (on reserve).
Online Investigation #1 is assigned.

Feb. 11 & 13

M & W Beyond the Metaphor: Defining The Glass Ceiling.
Kellerman and Rhode, Foreward and pp.1-62.
Kellerman, chapter 2.
Powell, chapters 4.
Online Investigation #1 is due Wednesday.

Feb. 18 & 20

M *The Life and Times of Rosie the Riveter*
W The Glass Ceiling continued
Women of Color in Management.
Fagenson, chapter 4 (on reserve).

- Feb. 25 & 27**
- M** Women at the Top: Insights from the Successful.
Powell, pp.106-108.
Midterm essay is assigned.
 - W** Aren't there laws against that? Legal Solutions.
Powell, pp. 213-221.
- March 4 & 6**
- M** Review **Midterm essay is due.**
 - W** **Midterm.** (Bring a blue exam book and a pen).
- March 18 & 20**
- M** Diversity Management: A Corporate Solution.
Powell, pp.221-227.
Online Investigation #2 is assigned.
 - W** Lifestyles of Women Managers.
Powell, chapter 8.
- March 25 & 27**
- M** Corporate Responses to Work and Family Conflict.
Kellerman chapter 15.
Online Investigation #2 is due.
 - W** **Discussion:** "Why Women Still Can't Have It All."
Anne-Marie Slaughter
- April 1 & 3**
- M** Defining Sexual Harassment.
Powell, chapter 7.
 - W** Sexual Harassment continued
Kellerman, chapter 5.
Online Investigation #3 is assigned.

- April 8 & 10** **M** The Corporate Career:
Interpersonal & Structural Power.
- W** Leadership
Kellerman, chapters 2- 3 and 14.
Powell, chapter 6..
- M** Relationships in the Workplace: Mentoring and Networking,
Kellerman, chapter 16.
Powell, chapter 5.
- April 15 & 17** **Online Investigation #3 is due.**
- W** Let's Talk. Management and Communication.
Readings: TBA .
- April 22 & 24** **M & W** Impression Management: Theory and Practice.
Readings: TBA
- April 29/
May 1** **M** Workforce 2020 and Future Directions.
Kellerman, chapter 12.
- W** Review for the final exam.
- May 13** **M Final Exam @ 11:00 am.**
Bring a blue book and a pen.

Course Policies: For additional syllabi policies: <http://go.utdallas.edu/syllabus-policies>

Grading (credit) Criteria	Self-study – 10% Midterm exam - 25% Online Investigations –(7% each) 21% Final exam – 25% Pop quizzes – 10% Attendance- 10% A course average of 65 or below may be considered an F.
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Make-up Exams	Make-up exams will be given only in unusual circumstances and at my discretion.
Extra Credit	There will be no extra credit work. No exceptions.
Late Work	Late work will receive a substantially lower grade.
Special Assignments	n/a
Class Attendance And Participation	<p>Class participation means arriving on time, contributing to discussions, and active listening. Bring your textbooks, notebook paper, and a pen to each class session.</p> <p>*If you are unable to attend class, you are responsible for obtaining the lecture notes from another class member.</p> <p>*Attendance is important. It is your responsibility to sign the attendance sheet. Missing more than three classes will have an adverse effect on your final grade.</p>
Classroom Citizenship	<p>Technology Policy: Cell phones must be silenced during class. I do not want to see them or hear them (absolutely no texting). Please, no laptops, ipads, or ear devices. Violation of this policy will affect your grade.</p> <p>Classroom Conduct: I expect students to be attentive during class. Please, no eating or sleeping! Additionally, reading newspapers, magazines, or studying for another class will not be tolerated. During discussions, I expect students to be respectful of the views of others. No name-calling, swearing, or racist/sexist/homophobic statements. Common courtesy is appreciated. Also, if you are having a problem with another student, please discuss it with me.</p>