

GENDER AND WORK 4375.001
The University of Texas at Dallas
Fall, 2008

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Office Hours: Thursday 1:15 – 2:00 PM (or by appointment)

Lectures: TR 11:30 AM - 12:45 PM

Room: CN 1.304

COURSE DESCRIPTION AND OBJECTIVES:

This course is designed to introduce students to a broad range of issues related to gender differences in work. Because experiences of men and women tend to vary by race and ethnicity, particular attention will be given to the interplay between these areas. Some of the topics to be covered include: earnings inequality; discrimination and equal employment opportunity laws; job and occupational segregation; sexual harassment; and work/family conflicts. Students will be given the opportunity to: a) examine and critically assess some of the central theoretical debates and recent research on gender and work; b) analyze historical and contemporary patterns of gender and race/ethnicity and the organization of work; c) examine and analyze career paths/options; d) discuss and evaluate practical and policy solutions for the gendered problems men and women experience in the workplace.

REQUIRED TEXT:

Douglas M. Branson, No Seat at the Table. New York University Press. 2007.

Paula J. Dubeck and Dana Dunn, Workplace/Women's Place (3rd edition). Roxbury, 2006.

Vincent J. Roscigno, The Face of Discrimination: How Race and Gender Impact Work and Home Lives. Rowman & Littlefield 2007.

Course reserves available on-line through the UTD McDermott Library. Password:

*You will be responsible for the material covered in these readings as well as from the textbook.

COURSE REQUIREMENTS:

- Because of the structure of this course, attendance and participation are necessary elements. If you are not in class, then you will not be able to participate and this will no doubt negatively influence your grade. Thus, **attendance** is a requirement and is worth **10%** of your course grade.
- You are also required to write and submit **6 journal entries**† over the course of this semester. The journals will be due at the beginning of class (starting Aug. 26, 2008) and each will be worth 10 points. This will comprise **15%** of your course grade. Reading for this class includes actively thinking and writing about the texts and assigned materials prior to each class meeting. This is done through the journal entries. Each entry should be approximately 2 – 2.5 double spaced, typed pages and should cover the materials for a given class period. The purpose of these short writing exercises is to help you think in a structured way about the reading materials and to help you prepare in an organized way for class discussions.
- In addition, you will have **2 small group assignments/mini-projects** which will be worth a possible 20 points each and comprise **15%** of your grade.
- There will be one **in-class examination*** based on course readings, lectures, films and class discussions. This exam will be worth **30%** of your course grade and will include essay questions.
- You will also have a **take-home exam** which will comprise **30%** of your course grade. This exam will consist of essay questions requiring a more thorough use of the material. **No late exams will be accepted.**

*Make-up exams will be permitted only under extreme documented circumstances (e.g., a signed letter from your physician with specific dates of care and condition). If it becomes absolutely necessary to miss an exam, students must **contact the professor by telephone at least one hour prior to the scheduled exam time**. The time and date of the make-up exam will be determined by the professor but will be given no later than one week after the originally scheduled exam time. The content of the make-up exam will differ from that of the original.

† Journal Entries

Under no circumstances will late journal entries be accepted!

Your journal entries should cover the following areas:

- Central theme of the reading or readings. In other words, what is the key argument(s) being made by the author(s)?
- Your critique of the argument—do you agree or disagree and why; strengths and weaknesses of the authors' presentation of the material.

COURSE EVALUATION:

Evaluation of the student will be based upon performance on examinations, quality of journal entries, attendance and outcomes of small group projects and presentation. The grade will be determined on a percentage of the total points earned. If the student earns 93% - 100% of total points or more, the grade will be an A; 90% - 92% will be an A-; 87% - 89% = B+; 83% - 86% = B; 80% - 82% = B-; 77% - 79% = C+; 73% - 76% = C; 70% - 72% = C-; 69% - 67% = D+; 66% - 63% = D; 62% - 60% = D-, 59% and below an F.

OTHER POLICIES:

- All students are expected to attend class on a regular basis. If for some reason you are unable to attend a class, it will be your responsibility to obtain class notes, announcements, assignments and handouts prior to the next class session.
- Participation in class should remain relevant to the particular readings and lecture materials.
- It is the responsibility of each student to formally drop the course if so desired. The professor will **not** withdraw or drop a student from the class for nonattendance.
- Students are expected to always be respectful of other's opinions and beliefs in the classroom. Personal attacks and racially/sexually harassing behaviors are unacceptable and will not be tolerated. Anyone involved in such behaviors will be asked to leave the class session.
- As a courtesy to your fellow students and professor, all cell phones should be turned off before class begins. If, however, you are expecting an important call during class, you should place your phone on vibrate mode and find a seat near the door for that session.
- Students are expected to conform to the university policy for academic honesty. **Absolutely no form of academic dishonesty will be tolerated.**

Academic dishonesty includes, but is not limited to: cheating on assignments or examinations, plagiarizing (misrepresenting as your own work any part of work done by another), submitting the same assignment, or substantially similar assignments to meet the requirements of more than one course without the approval of all instructors, working in conjunction with another student on your assignments or exams, depriving another student of necessary course materials, or interfering with another student's work. If in doubt about the ethics of your actions, consult the university catalog to see the stated policy. Violations of this policy will be punished severely and according to the fullest extent of the policy.

GENERAL POLICIES

Field Trip Policies

Off-campus Instruction and Course Activities

Off-campus, out-of-state, and foreign instruction and activities are subject to state law and University policies and procedures regarding travel and risk-related activities. Information regarding these rules and regulations may be found at the website address http://www.utdallas.edu/BusinessAffairs/Travel_Risk_Activities.htm. Additional information is available from the office of the school dean.

Student Conduct & Discipline

The University of Texas System and The University of Texas at Dallas have rules and regulations for the orderly and efficient conduct of their business. It is the responsibility of each student and each student organization to be knowledgeable about the rules and regulations which govern student conduct and activities. General information on student conduct and discipline is contained in the UTD publication, *A to Z Guide*, which is provided to all registered students each academic year.

The University of Texas at Dallas administers student discipline within the procedures of recognized and established due process. Procedures are defined and described in the *Rules and Regulations, Board of Regents, The University of Texas System, Part I, Chapter VI, Section 3*, and in Title V, Rules on Student Services and Activities of the university's *Handbook of Operating Procedures*. Copies of these rules and regulations are available to students in the Office of the Dean of Students, where staff members are available to assist students in interpreting the rules and regulations (SU 1.602, 972/883-6391).

A student at the university neither loses the rights nor escapes the responsibilities of citizenship. He or she is expected to obey federal, state, and local laws as well as the Regents' Rules, university regulations, and administrative rules. Students are subject to discipline for violating the standards of conduct whether such conduct takes place on or off campus, or whether civil or criminal penalties are also imposed for such conduct.

Academic Integrity

The faculty expects from its students a high level of responsibility and academic honesty. Because the value of an academic degree depends upon the absolute integrity of the work done by the student for that degree, it is imperative that a student demonstrate a high standard of individual honor in his or her scholastic work.

Scholastic dishonesty includes, but is not limited to, statements, acts or omissions related to applications for enrollment or the award of a degree, and/or the submission as one's own work or material that is not one's own. As a general rule, scholastic dishonesty involves one of the following acts: cheating, plagiarism, collusion and/or falsifying academic records. Students suspected of academic dishonesty are subject to disciplinary proceedings.

Plagiarism, especially from the web, from portions of papers for other classes, and from any other source is unacceptable and will be dealt with under the university's policy on plagiarism (see general catalog for details). This course will use the resources of turnitin.com, which searches the web for possible plagiarism and is over 90% effective.

Email Use

The University of Texas at Dallas recognizes the value and efficiency of communication between faculty/staff and students through electronic mail. At the same time, email raises some issues concerning security and the identity of each individual in an email exchange. The university encourages all official student email correspondence be sent only to a student's U.T. Dallas email address and that faculty and staff consider email from students official only if it originates from a UTD student account. This allows the university to maintain a high degree of confidence in the identity of all individual corresponding and the security of the transmitted information. UTD furnishes each student with a free email account that is to be used in all communication with university personnel. The Department of Information Resources at U.T. Dallas provides a method for students to have their U.T. Dallas mail forwarded to other accounts.

Withdrawal from Class

The administration of this institution has set deadlines for withdrawal of any college-level courses. These dates and times are published in that semester's course catalog. Administration procedures must be followed. It is the student's responsibility to handle withdrawal requirements from any class. In other words, I cannot drop or withdraw any student. You must do the proper paperwork to ensure that you will not receive a final grade of "F" in a course if you choose not to attend the class once you are enrolled.

Student Grievance Procedures

Procedures for student grievances are found in Title V, Rules on Student Services and Activities, of the university's *Handbook of Operating Procedures*.

In attempting to resolve any student grievance regarding grades, evaluations, or other fulfillments of academic responsibility, it is the obligation of the student first to make a serious effort to resolve the matter with the instructor, supervisor, administrator, or committee with whom the grievance originates (hereafter called "the respondent"). Individual faculty members retain primary responsibility for assigning grades and evaluations. If the matter cannot be resolved at that level, the grievance must be submitted in writing to the respondent with a copy of the respondent's School Dean. If the matter is not resolved by the written response provided by the respondent, the student may submit a written appeal to the School Dean. If the grievance is not resolved by the School Dean's decision, the student may make a written appeal to the Dean of Graduate or Undergraduate Education, and the dean will appoint and convene an Academic Appeals Panel. The decision of the Academic Appeals Panel is final. The results of the academic appeals process will be distributed to all involved parties.

Copies of these rules and regulations are available to students in the Office of the Dean of Students, where staff members are available to assist students in interpreting the rules and regulations.

Incomplete Grade Policy

As per university policy, incomplete grades will be granted only for work unavoidably missed at the semester's end and only if 70% of the course work has been completed. An incomplete grade must be resolved within eight (8) weeks from the first day of the subsequent long semester. If the required work to complete the course and to remove the incomplete grade is not submitted by the specified deadline, the incomplete grade is changed automatically to a grade of F.

Disability Services

The goal of Disability Services is to provide students with disabilities educational opportunities equal to those of their non-disabled peers. Disability Services is located in room 1.610 in the Student Union. Office hours are Monday and Thursday, 8:30 a.m. to 6:30 p.m.; Tuesday and Wednesday, 8:30 a.m. to 7:30 p.m.; and Friday, 8:30 a.m. to 5:30 p.m.

The contact information for the Office of Disability Services is:
The University of Texas at Dallas, SU 22
PO Box 830688
Richardson, Texas 75083-0688
(972) 883-2098 (voice or TTY)

Essentially, the law requires that colleges and universities make those reasonable adjustments necessary to eliminate discrimination on the basis of disability. For example, it may be necessary to remove classroom prohibitions against tape recorders or animals (in the case of dog guides) for students who are blind. Occasionally an assignment requirement may be substituted (for example, a research paper versus an oral presentation for a student who is hearing impaired). Classes enrolled students with mobility impairments may have to be rescheduled in accessible facilities. The college or university may need to provide special services such as registration, note-taking, or mobility assistance.

It is the student's responsibility to notify his or her professors of the need for such an accommodation. Disability Services provides students with letters to present to faculty members to verify that the student has a disability and needs accommodations. Individuals requiring special accommodation should contact the professor after class or during office hours.

Religious Holy Days

The University of Texas at Dallas will excuse a student from class or other required activities for the travel to and observance of a religious holy day for a religion whose places of worship are exempt from property tax under Section 11.20, Tax Code, Texas Code Annotated.

The student is encouraged to notify the instructor or activity sponsor as soon as possible regarding the absence, preferably in advance of the assignment. The student, so excused, will be allowed to take the exam or complete the assignment within a reasonable time after the absence: a period equal to the length of the absence, up to a maximum of one week. A student who notifies the instructor and completes any missed exam or assignment may not be penalized for the absence. A student who fails to complete the exam or assignment within the prescribed period may receive a failing grade for that exam or assignment.

If a student or an instructor disagrees about the nature of the absence [i.e., for the purpose of observing a religious holy day] or if there is similar disagreement about whether the student has been given a reasonable time to complete any missed assignments or examinations, either the student or the instructor may request a ruling from the chief executive officer of the institution, or his or her designee. The chief executive officer or designee must take into account the legislative intent of TEC 51.911(b), and the student and instructor will abide by the decision of the chief executive officer or designee.

TENTATIVE COURSE OUTLINE AND READING ASSIGNMENTS

- Aug. 21: General Introduction
- Aug. 26: **A Brief History of Gendered Work**
READ: Padavic and Reskin, Chapters 1 & 2
- Aug. 28: Film: *The Life and Times of Rosie the Riveter* (VT1047) 65 min.
- Sept. 2: **Sex Inequality Overview**
READ: Dubeck and Dunn pp. 73-76; Roscigno chapter 3
- Sept. 4: **Gendered Workplace**
READ: Library Course Reserves –
Rosabeth Moss Kanter, "The Impact of Hierarchical Structures on the Work Behavior of Women and Men"
Joan Acker, "Hierarchies, Jobs, Bodies: A Theory of Gendered Organizations,"
- Sept. 9: **Intersection of sex, race/ethnicity and class in the workplace**
READ: Dubeck and Dunn pp. 184-193
- Sept. 11-16: **Intersection of sex, race/ethnicity and class in the workplace – continued:**
READ: Roscigno chapters 5 & 6
- Sept. 18-23: **Sex and Race Discrimination -- application**
READ: Roscigno chapters 7 & 8
- Sept. 25: **Sex and Race/Ethnic Discrimination – application and policy**
READ: Library Course Reserves –
Susan E. Moreno & Chandra Muller, "Latinas in the U.S. Labor Force"
David G. Hogan, "Immigrant Women in the U.S. and Work"
Misra, Joya, "Latinas and African American Women in the Labor Market: Implications for Policy"
- Sept. 25: **Earnings Inequality**
READ: Dubeck and Dunn pp. 77-82;
Small Group Project 1(Differences in Earnings)
- Sept. 30: **Employment Discrimination**
READ: Library Course Reserves –
David L. Sterling, "Protective Legislation in American Courts"
David L. Sterling, "Women's Work and Protective Legislation"
Mary Ann Rossi, "Women's Rights in the Labor Market"
Russel J. Summers, "Affirmative Action"
- Oct. 2-7: **Sexual Harrassment**
READ: Dubeck and Dunn pp. 110-117; Library Course Reserves –
Russel J. Summers, "Sexual Harassment"
Douglas D. Baker & Dana L. Stover, "Sexual Harassment: Legal and Policy Issues"
Giuffre, Patti A. and Christine L. Williams, "Boundary Lines: Labeling Sexual Harrassment in restaurants"
- Oct. 9: **EXAM 1** (in class)
***You will need a blue book**
- Oct. 14: **Gender and Authority in the Workplace – Glass Ceiling**
READ: Dubeck and Dunn pp. 88-94; Branson chapter 2
- Oct. 16: **Gender and Authority in the Workplace – Tokens**
READ: Branson chapter 9;
Tokens: <http://www.pineforge.com/newman6study/resources/token.htm>

- Oct. 21: **Gender and Authority in the Workplace – Glass Escalator**
 READ: Library Course Reserves –
 Christine Williams, “The Glass Escalator: Hidden Advantages for Men in the Female Professions”
- Oct. 23-28: **Gender and Authority in the Workplace – Assessing the Situation**
 READ: Branson chapters 5 & 8; Dubeck and Dunn pp. 95-109; 194-206;
- Oct. 30: **Paid and Unpaid Work**
 READ: Dubeck and Dunn pp. 123-133
- Nov. 4-6: **Family/Work Conflicts**
 READ: Dubeck and Dunn pp. 156-175; “Opt Out Revolution” from the *New York Times*
<http://www.nytimes.com/2003/10/26/magazine/26WOMEN.html?ei=5007&en=02f8d75eb63908e0&ex=1382500800h>
- Nov. 11: **Balancing Work and Family Life – Policy and Assessment**
 Read: Dubeck and Dunn pp. 309-323
- Nov. 13-18: **Balancing Work and Family Life -- Law**
 READ: Library Course Reserves –
 Genovese, Rosalie “Family Support Act”
 Brannen, Kathleen C. “Job-Protected Leave for Family and Medical Reasons”
 Dubeck and Dunn pp. 340-359
- Nov. 20: Implications for Family Medical Leave and Earnings**
 READ: Dubeck and Dunn pp. 351-364
Small Group Project 2 Due
- Nov. 25: Discussion and presentation of research
- Nov. 27: Thanksgiving Holiday**
- Dec. 2: Presentation of research
- Dec. 4: Take-Home Exam Due 11:30AM in CN 1.304**