ISS 2160: Cultural Diversity in the US – UF Flex Learning

COURSE SYLLABUS

Instructor: Dr. Lee-Ann Laffey

Email: leelaff@ufl.edu or the Canvas Inbox
Phone: (352) 514-5233
Prerequisites: None
Credits: 3
Course Deadline: 16 weeks from each student's enrollment date

COURSE TEXTBOOK

Diversity Consciousness: Opening Our Minds to People, Cultures, and Opportunities, 4th Edition, Richard D. Bucher, Pearson Prentice Hall ISBN 9780321919069

COURSE DESCRIPTION

Cultural Diversity in the United States offers a platform for discussing the many kinds of diversity we encounter in the United States today. This course will attempt to dispel the notion of diversity as merely a synonym for racial or ethnic issues. Through the study of diversity consciousness and training we will attempt to better understand prejudices and discrimination in the United States. As we explore various types of diversity including racial, political, sexual, gender, religious, ethnic and any others that arise from our discussions, we will examine both the positive and negative experiences that have arisen from laws, actions, cultures, feelings, and protests in the United States.

COURSE OBJECTIVES AND OUTCOMES

After completing this course, the student will be able to:

1. define what diversity means in the United States;

2. explain how the benefits of Diversity Education and Training may help reduce the number of prejudicial incidents in the future;

3. describe and identify personal and social barriers to success and how they are related to diversity;

4. identify multiple types of prejudice and discrimination that exist(ed) in the United States;

5. explain how prejudice and discrimination have impacted our world;

6. define cultural encapsulation, enculturation, classism, and sexism, and cite examples of their occurrence in American workplaces and schools;

7. describe the power of language;

8. demonstrate how communication and culture are interrelated and how miscommunication has been the cause of more than one war;

9. select and employ effective strategies for inclusive communication, the value of a team based approach to leadership, as well as conflict management skills and the ability to think critically.

COURSE STRUCTURE
Module 1: Diversity, Diversity Consciousness and Diversity Education
Module 2: Our Changing Cultural Landscape
Module 3: Diverse Meanings of Success
Module 4: Price of Diversity Consciousness in the Workplace
Module 5: Personal and Social Barriers to Success
Module 6: Prejudice and Discrimination
Module 7: Defining and Developing Diversity Consciousness in the Workplace and Education
Module 8: The Power of Language: Tools, Barriers, and Hot Buttons
Module 9: Teamwork and Diversity
Module 10: Leadership Diversity and Conflict Management
Module 11: Culminating Experience

TECHNOLOGY REQUIREMENTS
Students must use their Gatorlink email account for this course. Students are recommended to check their email account DAILY for the duration of the course. Access to and on-going use of a computer with Internet access is required for all students. Competency in the basic use of a computer is required. At times, computers crash and Internet connections fail. It is in your best interest NOT to wait until the last minute to complete assignments.

For help with e-Learning, contact the Help Desk at http://helpdesk.ufl.edu or (352) 392-HELP - select option 2.

ASSIGNMENT SUBMISSIONS
The course expires 16 weeks after your enrollment. Complete all modules in the order they are presented on the course website; do not skip modules. **All assignments must be submitted at least 2 weeks prior to the course expiration date.**

GRADING

GRADING CRITERIA
Your course grade will be determined as follows:

1. Nine (9) Written Review Short Answer Questions - 5 points each for a total of 45 points
2. Eight (8) Discussions -20 points each for a total of 160 points.
3. Six (6) Short Essay Assignments - 40 points each for a total of 240 points.
4. Final Assignment – 100 points

Total course points: 545 points.

COURSE SCALE BY PERCENT

Letter Grade	Description	Percent Value
A	Excellent	(93%-100%)
A-		(90%-92%)
B+		(87%-89%)
Letter Grade	Description	Percent Value
B	Good	(83%-86%)
B-		(80%-82%)
C+		(77%-79%)
C	Fair	(73%-76%)
C-		(70%-72%)
D+		(67%-69%)
D	Poor	(63%-66%)
D-		(60%-62%)
E	Failure	(59% and below)

The University of Florida assures the confidentiality of all your educational records in accordance with State University System Rules, State Statutes, and the Family Educational Rights and Privacy Act. **Grades are not given out over the phone.**

GRADING STANDARDS

Here is the meaning behind the grades I assign to your papers (you should use these statements to determine how you might work toward a higher grade):

Students will be assessed on accuracy of the factual material represented in their respective answers, as well as, creativity and detailed descriptions where applicable. Each assignment has a point value and specific requirements. To earn full credit the student must cover all points asked by the question and provide adequate supporting materials, references and details. Before answering, carefully examine what the question is asking you. If the question asks you for your opinion be sure to include reasons, experiences and backup information. For essay type questions or papers you need to create a well organized paper with a beginning, middle and end. Be sure to start with a solid introduction and thesis statement and then support it with details and explanations that you demonstrate throughout your essay. Be sure not to be too general in your responses and be sure to cite, quote and reference any information you obtain from other sources.

COURSE POLICIES

ONLINE STUDENT CONDUCT

Students are expected to abide by the University of Florida's code of student conduct, including the rules applicable to online courses and student conduct in general.

NETIQUETTE: COMMUNICATION COURTESY

All members of the class are expected to follow rules of common courtesy in all email messages, threaded discussions and chats. Please read the [Netiquette Guide for Online Courses](#).

ONLINE COURSE EVALUATION

Students are expected to provide feedback on the quality of instruction in this course by completing online evaluations provided in the course modules (mid-term and end-of-term evaluations).

COURSE DEADLINE AND EXTENSION POLICY

Students are allowed 16 weeks, from their date of enrollment, to complete and submit their coursework. If the student has not submitted at least 50% of their coursework and have an extenuating circumstance preventing them from submitting the coursework, a failing grade of "E", "E0" or "E1" will be issued and recorded to the UF Registrar.

If the student has made sufficient academic progress, which is defined as completing and submitting at least 50% of the coursework and have an extenuating circumstance, the student may petition the instructor for a course extension before the course expires. Each course extension request will be administratively evaluated. Instructors are not required to allow extensions. If a student does receive an extension, an incomplete grade of an "I" will be assigned as an interim grade. When the course is completed, the instructor will initiate the change of grade. After that, the "I" grade will be changed to the student's final course grade on their transcript.

A COURSE CANCEL

A tuition refund may be granted after a student submits a written request within 30 days of enrollment to the Flexible Learning Office. This request must be in writing by learn@dce.ufl.edu or sent by fax, 352-392-6950. Refunds will be the amount of tuition, less $25.00 per course. If a credit card was used, the refund will be credited a back to the card. No refunds are granted after 30 days.

DROPPING A COURSE

To drop a course, you need to email the Flexible Learning office at learn@dce.ufl.edu with a request to drop within 14 weeks of the date of enrollment. In addition to their own request by email, UF students must have advisor approval to drop a flexible learning course. An advisor can email learn@dce.ufl.edu with the student's name, the course that they want to drop, and confirmation of permission to do so. It is the student's responsibility to verify that all drop requests have been received by the Flexible Learning office within the allotted time. The course grade will appear as "W" on a UF transcript.

Students with disabilities who need to drop a course due to disability-related reasons are permitted to petition for additional drops. Find more information by contacting the Disability Resource Center.

HOW TO REQUEST A UF TRANSCRIPT

The student can view their grades by logging into [MyUFL](#) with their Gatorlink login and by selecting Student Admin. To receive an official transcript, the student must complete a [transcript request form through the Registrar](#). The University of Florida assures the confidentiality of all your educational records

in accordance with State University System Rules, State Statutes, and the Family Educational Rights and Privacy Act. Grades are not given over the telephone.

UF POLICIES

UNIVERSITY POLICY ON ACCOMMODATING STUDENTS WITH DISABILITIES

Students with disabilities requesting accommodations should first register with the Disability Resource Center (352-392-8565, www.dso.ufl.edu/drc) by providing appropriate documentation. Once registered, students will receive an accommodation letter which must be presented to the instructor when requesting accommodation. Students with disabilities should follow this procedure as early as possible in the semester.

The Flexible Learning office should be notified of any special accommodations required by the student when they begin their course.

UNIVERSITY POLICY ON ACADEMIC MISCONDUCT

UF students are bound by The Honor Pledge which states, "We, the members of the University of Florida community, pledge to hold ourselves and our peers to the highest standards of honesty and integrity by abiding by the Honor Code. On all work submitted for credit by students at the University of Florida, the following pledge is either required or implied: "On my honor, I have neither given nor received unauthorized aid in doing this assignment." The Honor Code specifies a number of behaviors that are in violation of this code and the possible sanctions. Furthermore, you are obligated to report any condition that facilitates academic misconduct to appropriate personnel. If you have any questions or concerns, please consult with the instructor or TAs in this class.

GETTING HELP

TECHNICAL HELP

For issues with technical difficulties for E-learning in Canvas, please contact the UF Help Desk:

- Location: HUB 132
- Email: helpdesk@ufl.edu
- Phone: (352) 392-HELP - select option 2
- Website: https://lss.at.ufl.edu/help.shtml

Any requests for make-ups due to technical issues MUST be accompanied by the ticket number received from LSS when the problem was reported to them. The ticket number will document the time and date of the problem. You MUST e-mail your instructor within 24 hours of the technical difficulty if you wish to request a make-up.

QUESTIONS ABOUT FLEXIBLE LEARNING

UF Flex Learning Office Contact Information
Email: learn@dce.ufl.edu

Phone: (352) 294-6300
Website: http://flexible.dce.ufl.edu/

OTHER RESOURCES

Other resources are available at the UF Distance Learning website for:

- Counseling and Wellness resources
- Disability resources
- Resources for handling student concerns and complaints
- Library Help Desk support

Should you have any complaints with your experience in this course please email the Distance Learning office or visit the UF Distance Learning website to submit a complaint.

DISCLAIMER

This syllabus represents my current plans and objectives. As we go through the semester, those plans may need to change to enhance the class learning opportunity. Such changes, communicated clearly, are not unusual and should be expected.

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