

POLS 306.504
DIVERSITY AND PUBLIC ADMINISTRATION
SPRING SEMESTER 2008
PROFESSOR RICE
ALLEN BLDG--Room 1015, Tues &Thurs 4:40pm-5:55pm

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INTRODUCTION

The United States is fast becoming a multiracial, multicultural, and multilingual country. The literature is reporting 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 now 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 origins of individuals in an institution or community.

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 issues and a risk management issue. Further, federal efforts and initiatives have pointed out the importance of diversity in the government workplace. What changes are occurring in 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 and impact of diversity in public organizations.

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

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

REQUIRED TEXTS:

- (1) Mitchell F. Rice, **Diversity and Public Administration: Theory, Issues and Perspectives**, Armonk, NY, M.E. Sharpe Publishers, 2005.

(2) Norma M. Riccucci, **Managing Diversity in Public Sector Workforces**, Westview Press, Boulder, CO, 2002.

OTHER REQUIRED READINGS: (HANDOUTS)

Denny's: A Diversity Success Story", Franchising World, July/August 2002

"Diversity in a Global Economy", Wall Street Journal Online

Dana Brower, Terry Newell and Peter Ronayne, The Imperative of Developing Global Leaders.

The Business of Government (Winter 2002): 18-24.

Madrid, Arturo, "Diversity and Its Discontent", 225-230.

Nobles, Melissa, "Race, Censuses, and Citizenship"

Frey, William E., "Zooming in On Diversity", 42-45.

"What Ever Happened To Diversity's Bad Boys?" **Diversity Inc.** October/November 2003.

Rosin, Hanna (1998), Cultural Revolution at Texaco. **The New Republic** (February 2): 5-11.

SCHEDULE OF CLASS TOPICS, READINGS AND ASSIGNMENTS

(Assignments with an asterisk are required)

I. WHAT IS WORKPLACE DIVERSITY?

Lectures, Readings and Discussions

Topic--Changing Demographics

(1) *Handout Articles with questions—"The Imperative of Developing Global Leaders" and "US Corporations are Tongue Tied" **DUE DATE:**

(2) *Handout Article with questions—"Doing Diversity" and "Zooming in on Diversity" **DUE DATE:**

Other Readings

Census Projects Minority Rise", August 11, 2005

Read - Riccucci: pp.1-10

Read - Rice: Chapters 1, 2, 7, 8, 9, 10, 12

(3) *"What Every Happen to Diversity's Bad Boys?" and "A Report Card on Diversity"

Answer Questions- **DUE DATE:**

II. UNDERSTANDING DIVERSITY, AFFIRMATIVE ACTION, MULTICULTURALISM, AND EEO

Lectures, Readings and Discussions

Read - Riccucci: pp. 11-24

Read - Rice, Chapter 4

(4) *Handout Article with Questions—"Ten Elements for Creating A World Class Corporate Diversity and Inclusion Program" **DUE DATE:**

(5) * Handout Article with Questions-- "Distribution of Non Federal Physicians by Race and Ethnicity 2002" and "Hospital Inequities Widen the Gap" **DUE DATE:**

III. UNDERSTANDING WORKPLACE DIVERSITY IN ORGANIZATIONS

Read Riccucci: pp. 25-35, 36-60, 61-96, 97-118, 119-134, 135-151

(6) Handout Article with Questions—“Diversity Worst Practices” and “Foreign Languages”

DUE DATE:

FINAL GRADING

Exam #1 = 100 points
Exam #2 = 100 points
Short Assignments = 6@25 points each = 150 points

TOTAL MAXIMUM POINTS = 350 points

FINAL GRADE SCALE

NOTE: To be highly successful in this class you MUST read and comprehend all readings, score very well on the two exams, and complete ALL assignments and receive high marks.

350 - 322 = A (92%)

321 - 280 = B (80%)

279 - 245 = C (70%)

Lower grades can be earned

IMPORTANT SPECIAL NOTES FOR ALL STUDENTS!!! READ CAREFULLY!!!

1. All students must adhere to university rules and regulations regarding plagiarism as noted in the Texas A & M University Student Rules under the section Scholastic Dishonesty. This is your responsibility!!!
2. 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. **Assignments will NOT be accepted after collection in class on due dates EXCEPT with Physician’s NOTE. No assignments will be accepted by email.**
3. Incompletes (I’s) as Final Grades are given at the professor's discretion only.
4. You are expected to produce work of the highest quality - both oral and written. If you do not, you will be so advised.
5. **All assignments must be completed on a computer word processor and if more than one page must be neatly stapled together. NO paper clips or torn edges to hold papers together. NO handwritten assignments will be accepted.**
6. You are responsible for all class readings including handout materials.
7. If you are absent from class, you are **RESPONSIBLE** for finding out missed assignments and readings.