I. IDENTIFYING INFORMATION

Course: MSA 604  
Course Title: Administration, Globalization and Multiculturalism  
CRN: 22221220  
Term: Spring II  
Location: Southfield Center  
Course Dates: 3/5, 3/12, 3/19, 3/26, 4/9, 4/16, 4/23, 4/30/2013  
Course Days and Times: Tue 5:30PM-10:00PM;  
Prerequisites: None.

Blackboard  
Blackboard is a web-based learning management system licensed by CMU. Within Blackboard, a course website, also known as a shell, is automatically created for every CMU course. Face-to-face courses may or may not incorporate Blackboard, whereas Blackboard course shells are always used for online courses and will be available to you prior to the course start date. Seeing the course shell listed in Blackboard with unavailable adjacent to its title is an indication that your instructor has not made it available and is in no way indicative of registration status. To access Blackboard, open a web browser and enter http://blackboard.cmich.edu. After the site loads, enter your CMU Global ID and password in the respective spaces provided. Click the "login" button to enter Blackboard and then the link to the appropriate course to enter the course’s Blackboard shell. If you need assistance, contact the IT Helpdesk at 989-774-3662 / 800-950-1144 x 3662. Self-guided student tutorial resources are also available at http://www.cmich.edu/blackboard.

Instructor: Milan Chonich  
Primary Phone Number: Voice & Text: (248) 703-5541  
E-Mail Address: choni1mm@cmich.edu  
Availability: Arranged  
Academic Biography:  
Dr. Chonich completed his bachelor and master’s degree in Business Administration from Wayne State University. A Ph.D. was earned at the University of Michigan in Education while he worked as a senior college administrator. Dr. Chonich is an experienced manager and educator who currently consults and teaches in the fields of educational administration, management, research methods and organizational sciences. Administrative positions held include that of Provost, Academic Dean, Director of Budget and Management Development, Director of Development and Governmental Relations, and Research Associate.

Current Professional Interests:  
• Internet Applications in Higher Education  
• Quality Management Systems in Higher Education  
• Economic Forecast Modeling and Trend Analysis  
• Organizational Change Theory  
• Management Systems Applications  
• Motivational Theory Applications

II. TEXTBOOKS AND INSTRUCTIONAL MATERIALS  
Textbooks and Course Materials:  
Order books from MBS at: http://bookstore.mbsdirect.net/cmu.htm
III. COURSE DESCRIPTION

Focuses on theoretical and applied concepts and skills essential to successfully managing an environment of workplace diversity and multiculturalism within domestic and global organizations.

IV. COURSE GOALS AND OBJECTIVES

Upon successfully completing this course, the student will be able to:

1. Demonstrate an understanding of the complexities of globalization and its implications for organizations.
2. Understand how cultural variables interact to shape the perceptions of individuals within society and organizations.
3. Identify fundamental concepts, principles and theories relevant to understanding cultural differences and similarities in the world of work.
4. Describe the effects cultural variables have on the administrative process and apply cultural understanding to the effective strategic planning and administration of global and multicultural organizations.
5. Demonstrate the knowledge and skills necessary to be an effective administrator and/or worker in a culturally diverse work place.
6. Understand the role of organizational polices, practices, design, and structure in facilitating diversity management strategies.

V. METHODOLOGY

Because this is an intensive class within a graduate level program the instructional approach will reflect independent research, group projects and presentations, independent learning, class discussions, and technological applications.

VI. COURSE OUTLINE/ASSIGNMENTS

Pre-Class Assignment:

N/A

Course Outline:

SESSION / READINGS ASSIGNMENT

Session One

1 Introduction to Course Objectives N/A
Defining Diversity and Multiculturalism
USA Demographics
Group Assignments
Off Campus Library Presentation

Session Two

“On the Diversity of Diversity: Tidy Logic, Messier Realities” (Article)
“Looking Ahead: Implications for the Future” (Article)
“Toward a Deeper Understanding of the Diversity (Article) Rationale”
Discussion and Analysis
Session Three

Research Day
“Facing Differences with an Open Mind: Openness to Experience, Salience of Intragroup Differences, and Performance of Diverse Work Groups” (Article)
“Viewing Diversity Through Different Lenses: Avoiding a Few Blind Spots” (Article)
Scholarly Journal Article Review
Group meetings with Instructor

Session Four

Group I: The New Global Workforce Presentation
Discussion and Analysis

Group 2: Managing Diversity in the Workplace
Discussion and Analysis

Session Five

Group 3: Multi Cultural Communications Discussion and Analysis

Group 4: Effective Leadership in Global Organizations
Discussion and Analysis

Session Six

Group 5: Creating Cultural Synergy
Discussion and Analysis

Group 6: Individual Differences Versus Unanimity
Discussion and Analysis

Session Seven

Group 7: Mentoring a Diverse Workforce
Discussion and Analysis

Group 8: Glass Ceilings
Discussion and Analysis

Session Eight

Final Examination
End of Course Evaluation

Assignment Due Dates:
See Outline of Session Topics

Post-Class Assignment:
N/A

Student Involvement Hours:
15 - 20 hours per week
VII. CRITERIA FOR EVALUATION

Evaluation Criteria:

FINAL GRADE DETERMINATION:
Group Presentation 40%
Individual Scholarly Annotated Bib: 20%
Final Exam 20%
Class Participation 20%

Grading Scale:
100-94 = A 93-90 = A- 89-86 = B+ 85-83 = B
82-80 = B- 79-76 = C+ 75-73 = C 72-70 = C -

Late Assignments:
Not accepted.

Make-ups and Rewrites:
Available.

VIII. EXPECTATIONS

Attendance and Participation:
Students are expected to attend all class sessions.

Academic Integrity:
Because academic integrity is a cornerstone of the University's commitment to the principles of free inquiry, students are responsible for learning and upholding professional standards of research, writing, assessment, and ethics in their areas of study. Written or other work which students submit must be the product of their own efforts and must be consistent with appropriate standards of professional ethics. Academic dishonesty, which includes cheating, plagiarism and other forms of dishonest or unethical behavior, is prohibited. A breakdown of behaviors that constitute academic dishonesty is presented in the CMU Bulletin (https://bulletins.cmich.edu/).

Student Rights and Responsibilities:
Each member of the Central Michigan University community assumes an obligation regarding self conduct to act in a manner consistent with a respect for the rights of others and with the University's function as an educational institution. As guides for individual and group actions within this community, the University affirms the general principles of conduct described in the Code of Student Rights, Responsibilities and Disciplinary Procedures at https://www.cmich.edu/about/leadership/office_provost/dean/Pages/Code-of-Student-Rights.aspx.

IX. SUPPORT SERVICES AND OTHER REQUIREMENTS

Global Campus Library Services (GCLS)

CMU offers you a full suite of library services through its Global Campus Library Services (GCLS) department. Reference librarians will assist you in using research tools and locating information related to your research topic. The library’s Documents on Demand office will help you obtain copies of the books and journal articles you need. Check out the GCLS website at http://ocls.cmich.edu for more information.

Reference librarian contact information:
1. By phone: (800) 544-1452.
2. By email: oclsref@cmich.edu
3. By online form: http://ocls.cmich.edu/reference/index.html#form

Documents on Demand office contact information:
1. By phone: (800) 274-3838
2. By email: docreq@cmich.edu
3. By fax: (877) 329-6257

Writing Center
The CMU Writing Center is a free online service for all CMU students, providing help with grammar, citations, bibliographies, drafts, and editing of academic papers. Suggestions and feedback are typically provided within two business days. For additional information and to submit work, visit http://webs.cmich.edu/writingcenter/

ADA
CMU provides individuals with disabilities reasonable accommodations to participate in educational programs, activities and services. Students with disabilities requiring accommodations to participate in class activities or meet course requirements should contact Susie Rood, Director of Student Disability Services at (800) 950-1144, extension 3018 or email her at sds@cmich.edu, at least 4 weeks prior to registering for class. Students may find additional ADA information and forms at http://go.cmich.edu/support_services/academic/StudentDisabilityServices/Pages/default.aspx

Note to faculty: CMU Administration will notify you if applicable; otherwise, the student will provide a "Notification Letter to the Instructor" outlining the accommodations the student is approved to receive.

X. BIBLIOGRAPHY


Center Information

CMU Southfield Center
26555 Evergreen Road
Southfield, MI 48076
Phone: (248) 357-8600
Fax: (248) 357-8606

Email: southfield.center@cmich.edu

Office Hours: Monday-Friday – 9 a.m. – 6 p.m.
Extended Day: Monday - 9 a.m. - 7 p.m.

Resource Center Hours: Monday-Friday – 9 a.m. – 6 p.m.

*We sometimes close for meetings, so please contact the center before visiting.

Please note: Students may not bring their children to class or to the Resource Center.

The CMU Southfield Center is on Evergreen Road, between 10 and 11 Mile Roads. We are located in Suite 119 in the Travelers Tower building.

MAP http://goo.gl/maps/CzgJ0