I. IDENTIFYING INFORMATION
Course: MSA 503
Course Title: Gender and Generational Supervision
EPN: 22311883
Term: Summer I
Location: Southfield Center
Course Days and Times: Tue/Thr 5:30PM-10:00PM;
Prerequisites: 86 semester hours completed or admission into a graduate program.

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 https://blackboard.cmich.edu/webapps/login/. 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 https://blackboard.cmich.edu/webapps/login/.

Instructor: John Sciarrino
Primary Phone Number: 586-770-4801 text only please
Secondary Phone Number: N/A
E-Mail Address: sciar1jv@cmich.edu
Availability: Before or after class

Academic Biography:
Professor Sciarrino has an MBA with a concentration in Management and a Masters in Human Resource Management. Both degrees are from Keller Graduate School of Management. My undergraduate degree is in Public Affairs from Wayne State University. Currently I work for the Department of Defense as a Workforce Development Analyst and I serve in the Michigan Air National Guard as an Airfield Manager.

II. TEXTBOOKS AND INSTRUCTIONAL MATERIALS
Order books from MBS at http://bookstore.mbsdirect.net/cmu.htm

Textbooks and Course Materials:
Title: Generations, Inc.: From Boomers to Linksters
Author: Meagan Johnson, Lary Johnson
Edition: 1st
ISBN: 9780814415733
Publisher: AMACOM
Required: Yes

Title: Us. vs. Them
Author: Jeff Havens
III. COURSE DESCRIPTION
The course analyzes how gender and generational differences manifest themselves in the workplace, and how to effectively work within and manage those differences.

IV. COURSE GOALS AND OBJECTIVES
After successful completion of this course, the student will be able to:
1. Identify the different generations in the workforce
2. Analyze the similarities and differences between the generations, and compare strategies to effectively manage and supervise those differences.
3. Demonstrate an understanding of gender differences in communication styles and differentiate methods to recognize and react to those differences.
4. Evaluate gender issues and examine the challenges in working with diverse teams and leading people.
5. Demonstrate an understanding of sexuality in the workplace, as well as work/family issues.
6. Develop specific approaches to address situations where gender/generational issues can lead to conflict or misunderstanding.

V. METHODOLOGY
Lectures, discussions, group work (including small and large group projects and activities), papers, presentations and examinations.

VI. COURSE OUTLINE/ASSIGNMENTS
Pre-Class Assignment:
None
Course Outline:
<table>
<thead>
<tr>
<th>Date</th>
<th>Johnson and Johnson: Chapters</th>
<th>Havens: Chapters</th>
<th>Powell: Chapters</th>
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</thead>
<tbody>
<tr>
<td>May 10</td>
<td>1</td>
<td>1</td>
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<tr>
<td></td>
<td>Chapter Groups will be formed for presentation of future assigned material</td>
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<tr>
<td>May 12</td>
<td>2 and 3</td>
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<td>May 17</td>
<td>4 and 5</td>
<td>4 and 5</td>
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<tr>
<td></td>
<td>Scholarly journal article paper due</td>
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<tr>
<td>May 19</td>
<td>Mid-Term Examination</td>
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</tr>
</tbody>
</table>
| May 24      | - Johnson and Johnson: Chapters 6 and 7  
- Havens: Chapter 7  
- Powell: Chapter 5  

Chapter Group Presentations |
| May 26      | - Johnson and Johnson: Chapters 8, 9, 10, and 11.  
- Havens: Chapter 8  
- Powell: Chapters 6 and 7 Chapter group presentations  
- Personal Effectiveness Game Plan Paper due |
| May 31      | - Havens: Chapters 9, 10, and 11  
- Powell: Chapters 8 and 9 Interview Paper Due Chapter group presentations |
| June 2      | Johnson and Johnson book –  
Read Chapter 12: A Model for Managing across Generational Boundaries  
Appendix A: Resolving Intergenerational Conflict  

Personal Effectiveness Game Plan Paper presentations  

Key Future Challenges for Managers paper due Final Examination |

**Assignment Due Dates:**
See course outline

**Post-Class Assignment:**
one

**Student Involvement Hours:**
20-30 hours per week to include class meeting times.

**VII. CRITERIA FOR EVALUATION**

<table>
<thead>
<tr>
<th>Evaluation Criteria</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Chapter Presentation</td>
<td>20</td>
</tr>
<tr>
<td>Personal Effectiveness Game Plan Paper (40) and Presentation (10)</td>
<td>50</td>
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<tr>
<td>Key Future Challenges for Managers Paper</td>
<td>50</td>
</tr>
<tr>
<td>Scholarly journal article review paper</td>
<td>50</td>
</tr>
<tr>
<td>Interview paper</td>
<td>50</td>
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<tr>
<td>Mid-term exam</td>
<td>100</td>
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<tr>
<td>Final exam</td>
<td>150</td>
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<tr>
<td>Participation</td>
<td>80</td>
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<td>Total</td>
<td>550</td>
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</tbody>
</table>

**Grading Scale:**

Graduate:
94-100 A
90-93   A-
87-89  B+
84-86  B
80-83  B-
77-79  C+
74-76  C
>76 E

Undergraduate:
94-100 A
90-93    A-
87-89    B+
84-86    B
80-83    B-
77-79    C+
74-76    C
>76 E

Late Assignments:
Late assignments receive zero credit unless pre-approved by the professor. All assignments and examinations must be submitted or taken on the scheduled dates unless other arrangements have been made with the professor prior to the scheduled dates.

Make-ups and Rewrites:
There will be no extra-credit assignments or extra-credit work accepted at any time during this course, unless specifically approved by the professor.

VIII. EXPECTATIONS
Attendance and Participation:
Attendance, demonstrated in task participation, is mandatory to be able to contribute in a timely manner to course learning experiences. There will be no exceptions to this policy.

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
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/ess/studentaffairs/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://gcls.cmich.edu for more information.

Reference librarian contact information:
1. By phone: (800) 544-1452.
2. By email: gclsref@cmich.edu
3. By online form: http://www.cmich.edu/library/gcls/Pages/Ask-a-Librarian-Request-Form.aspx

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

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://global.cmich.edu/student/writing-center.aspx

Mathematics Assistance Center

The CMU Mathematics Assistance Center provides free tutoring in mathematics and statistics to students enrolled in select courses. Tutoring is available online and via telephone. To see what courses qualify and to register with the Math Assistance Center, visit http://global.cmich.edu/mathcenter/tutoring-request.aspx.

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 Student Disability Services at (800) 950-1144, extension 3018 or email sds@cmich.edu, at least 4 weeks prior to registering for class. Students may find additional ADA information and forms at https://www.cmich.edu/ess/studentaffairs/SDS/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

ARTICLES


BOOKS


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