I. IDENTIFYING INFORMATION
Course: MSA 503
Course Title: Gender and Generational Supervision
EPN: 22323543
Term: Spring II
Location: Joint Base Myer-Henderson Hall
Course Days and Times: Fri 5:30PM-9:30PM; Sat 8:00AM-5:00PM;
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: Patrick Sanderson
Primary Phone Number: (757) 560-6101
Secondary Phone Number: N/A
E-Mail Address: sandel1p@cmich.edu
Availability: Seven days per week from 10.00 am to 9.00 pm Texts are accepted

Academic Biography:
Dr. Sanderson is a military veteran with senior leadership experience in the Navy Medical Department, the corporate sector and international consulting. His undergraduate and graduate studies are in business, health care operations, leadership and management, with a doctoral and post-doctoral studies in Organizational Leadership/Development and Planning. He also holds a Fellowship in the American College of Healthcare Executives. Dr. Sanderson's professional experience includes: development of the Department of Defense Managed Care Plan (Tricare); assisted the Ukrainian government plan the downsizing its armed forces, assisted with the development of the Department of Defense Vision Center of Excellence; developed policies and operating procedures for the President's Emergency Plan for AIDS Relief (PEPFAR) and served as the Senior Organizational Development Practitioner in the integration of the Walter Reed Army Medical Center and National Naval Medical Center. He previous served as a Dean of Academics, full time professor and currently functions as an Adjunct professor, teaching business, leadership, health care management, human resources and courses in research methods.

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: Johnson, M & Johnson, L
Edition: 1st
Publisher: American Management Association
Required: Yes
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
This course has been scheduled as a Hybrid. The instructor and students will meet at the Joint Base Meyer-Henderson Hall for a stated number of class sessions and contact hours. The course analyzes how gender and generational differences manifest themselves in the workplace, and how to effectively work within and manage those differences. Lectures, discussions, short papers, and examinations

VI. COURSE OUTLINE/ASSIGNMENTS
Pre-Class Assignment:
2/24 and 2/25 Read:
Johnson & Johnson Chapters 1, 2, 3, 4 and 5
Havens: Chapters 1,2,3,4 and 5
Powell: Chapter: s 1,2,3, and 4

3/10 and 3/11 Read:
Johnson & Johnson Chapters 6 and 7
Havens: Chapter 7
Powell: Chapter 5

3/24 and 3/25 Read:
Johnson & Johnson Chapters 8,9,10 and 11
Havens: Chapters 8,9,10 and 11
Powell: Chapters 6,7,8 and 9

**Course Outline:**

<table>
<thead>
<tr>
<th>Date</th>
<th>Material</th>
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<tbody>
<tr>
<td>2/24-2/25</td>
<td>- Johnson and Johnson: Chapter 1</td>
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<tr>
<td></td>
<td>- Havens: Chapter 1</td>
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<tr>
<td></td>
<td>- Powell: Chapter 1</td>
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<tr>
<td>2/24-2/25</td>
<td>- Johnson and Johnson: Chapters 2 and 3</td>
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<td></td>
<td>- Havens: Chapters 2 and 3</td>
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<td>- Powell: Chapters 2 and 3</td>
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<tr>
<td>2/24-2/25</td>
<td>- Johnson and Johnson: Chapters 4 and 5</td>
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<td>- Havens: Chapters 4 and 5</td>
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<td>- Powell: Chapter 4</td>
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Scholarly journal review paper due 3/03
<table>
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<tr>
<th>Date</th>
<th>Assignment</th>
<th>Details</th>
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<tbody>
<tr>
<td>3/10-3/11</td>
<td>Mid-Term Examination due 3/11 by midnight Personal Effectiveness paper due 3/12 (3-5 pages)</td>
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<tr>
<td>3/10-3/11</td>
<td>- Johnson and Johnson: Chapters 6 and 7</td>
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<td>- Havens: Chapter 7</td>
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<td>- Powell: Chapter 5</td>
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<td>3/24-3/25</td>
<td>- Johnson and Johnson: Chapters 8, 9, 10, and 11.</td>
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<td>- Havens: Chapter 8</td>
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<td>- Powell: Chapters 6 and 7</td>
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<td>3/24-3/25</td>
<td>- Havens: Chapters 9, 10, and 11</td>
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<td>- Powell: Chapters 8 and 9</td>
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<tr>
<td>3/24-3/25</td>
<td>Johnson and Johnson book –</td>
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<td></td>
<td>Read Chapter 12: A Model for Managing across Generational Boundaries</td>
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<td></td>
<td>Appendix A: Resolving Intergenerational Conflict</td>
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<td>3/24-3/25</td>
<td>Interview/Key Future Challenges for Managers paper due 3/25 by midnight</td>
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<td></td>
<td>(6-8 pages) Final Examination due by midnight 3/25</td>
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**Assignment Due Dates:**

1. Scholarly Journal due 3/3
2. Mid-Term Exam due by midnight on 3/11
3. Personal Effectiveness paper due 3/12
4. Interview paper due 3/25
5. Final Exam due 3/25

**Post-Class Assignment:**
None

**Student Involvement Hours:**
20 to 30 hours per week

**VII. CRITERIA FOR EVALUATION**

**Evaluation Criteria:**

<table>
<thead>
<tr>
<th>Category</th>
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<tbody>
<tr>
<td>Discussion</td>
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<tr>
<td>Personal Effectiveness Game Plan Paper</td>
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<tr>
<td>Interview/Key Future Challenges for Managers Paper</td>
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<tr>
<td>Scholarly journal article review paper</td>
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<tr>
<td>Mid-term exam</td>
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<tr>
<td>Final exam</td>
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<td>Total</td>
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**Grading Scale:**

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<tbody>
<tr>
<td>94 to 100 = A</td>
<td>94 to 100 = A</td>
</tr>
<tr>
<td>90 to 93 = A-</td>
<td>90 to 93 = A-</td>
</tr>
<tr>
<td>87 to 89 = B+</td>
<td>87 to 89 = B+</td>
</tr>
<tr>
<td>84 to 86 = B</td>
<td>84 to 86 = B</td>
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<tr>
<td>80 to 83 = B-</td>
<td>80 to 83 = B-</td>
</tr>
<tr>
<td>75 to 79 = C</td>
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**Late Assignments:**
Late assignments will not be accepted unless prior arrangements are made and accepted by the Instructor.

**Make-ups and Rewrites:**
There will be no make-ups or rewrites.

**VIII. EXPECTATIONS**

**Attendance and Participation:**
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 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/ess/studentaffairs/Pages/Code-of-Student-Rights.aspx.

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IX. SUPPORT SERVICES AND OTHER REQUIREMENTS

Library Research and Instruction Services

As a CMU student you have full access to the services and resources of the CMU Library. Reference librarians will help you find information on your research topic and answer other questions related to the library. The library's Documents on Demand office will obtain copies of the books and journal articles for you. Check out the library's website at https://library.cmich.edu for more information.

Reference librarian contact information:
1. By email: libref@cmich.edu
2. By online form: http://libguides.cmich.edu/askalibrarianform
3. By phone: (989) 774-3470.

Documents on Demand office contact information:
1. By email: docreq@cmich.edu
2. By online form: https://illiad.cmich.edu/
3. By phone: (989) 774-3022.

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 https://www.cmich.edu/global/writingcenter/Pages/default.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


**BOOKS**


Center Information

Office Location:
Education Center
Kasia Dec
Assistant Director of Enrollment
239 Sheridan Avenue, BLDG 417, RM 215
Phone: 703-525-4971
Fax: 703-525-7534

e-mail  JBMHH@cmich.edu; dec1k@cmich.edu

Class location: RM 108