BUSI 4602 A/ WGST4815A
Women in Management
Winter 2013

INSTRUCTOR: Dr. Maria Rasouli
CLASS TIME: Wednesdays 11:35 a.m. to 2:25 p.m.
CLASSROOM: 403 Southam Hall
OFFICE: TBD
OFFICE HOURS: By appointment only
COURSE WEB PAGE: cuLearn
E-MAIL: mrasouli@connect.carleton.ca or through our course cuLearn e-mail page

COURSE DESCRIPTION
This course examines the organizational and personal challenges arising from changing gender roles and the increased participation of women in management and professional organizational roles.

LEARNING OUTCOMES
Following the completion of the course you should be able to
- Identity and understand gender related issues in workforce especially in management.
- Apply your theoretical knowledge (1) to explain potential reasons for those issues and (2) to provide suggestions/solutions on how those issues could be addressed.

PREREQUISITIES
The prerequisites for this course are third-year standing and one of either (BUSI 2101 and BUSI 3103), or WOMN 1808, with a grade of C- or higher in each. The Sprott School of Business enforces all prerequisites.

REQUIRED READINGS
The required readings will be available on reserve in the library. Some (not all) of the readings will also be available electronically on cuLearn.
EVALUATION

1. Personal Application Assignment 20%
2. Critical Analysis of a Reading 20%
3. Case Analysis 20%
4. Final Exam 30%
5. Class Participation 10%

Total 100%

1. Personal Application Assignment
You will be asked to analyze your own experiences and interactions in light of the material learned in the course. You will be provided with a set of questions to help you explore the impact of gender roles on your own identity, behaviour and interactions with others. More detailed instructions will be provided in a separate handout. Personal application assignments will be due in class in Week 6.

2. Critical Analysis of a Reading
Each of you will sign up to complete a critical analysis of one of the assigned readings. A critical analysis is more than just a summary, it is an evaluation. A critical evaluation does not imply that you find fault with the reading but rather that you determine for yourself whether the claims the authors make are valid. After reading your analysis a reader should understand the authors’ main point and whether or not the article contributes to our understanding of the issues. Other questions you should consider include:
- Does the argument make sense?
- Why was this article written?
- How does this fit in with other research in the area?
- What are the article’s strengths and weaknesses?
- Have the authors overlooked anything?

These questions need not shape how you organize the material but are provided simply to stimulate your thinking. Your analysis should take into account other course readings on related topics. Your critical analysis is limited to 750 words and will be due at the beginning of the class for which the reading is assigned.

3. Case Analysis
The assigned readings include 4 cases (highlighted in yellow in the course schedule below). Each of you will sign up to complete an analysis of one of these 4 cases. For the case analysis you must place yourself in the role of an advisor to the organization involved and make recommendations on what actions should be taken to address the issues raised in the case. This necessarily involves defining the problem(s) and evaluating alternative responses. To do this effectively, you will need to consider the case in the light of the research findings discussed in class and the required readings. Your recommendations must be supported by the facts of the case and the research literature on women in management. Your grade will reflect the extent to which you present a well argued case. Your case analysis is limited to 750 words and will be due at the beginning of the class for which the case is assigned.

4. Final Exam
The final exam will be held during the formal examination period. The exam will be essay questions and based on all topics covered in the course (readings, lectures, assignments, in-class discussions, etc.), throughout the entire term.

5. Participation
You will be graded on your contributions to the class as a whole and on your active participation in small group exercises and activities. Please inform me in writing of the reason for any unavoidable absence so that participation grades can be adjusted accordingly.

Special Notes regarding Assignments
Assignments are due at the beginning of the designated class. Late or missed assignments will normally be assigned a grade of 0. Grades for all course work will be posted on the Web-CT grade book as soon as available.
All assignments are to be completed on an individual basis. Academic honesty is the cornerstone of the development of knowledge. If a student allows her or his name to stand on work where in fact there was essentially no contribution made, then that student is guilty of academic misconduct.
To aid you in giving others proper credit for their ideas, please refer to the note "Guidelines to Proper Citation Format and the Use of Non-Sexist Language."

Course Agenda

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<th>Date</th>
<th>Topic</th>
<th>Readings</th>
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You can choose either 1.1. or 1.2


Or


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<tr>
<th>Date</th>
<th>Event</th>
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<tr>
<td>Jan. 30th</td>
<td>Gender in the Workplace</td>
<td>You can choose either 1.1. or 1.2</td>
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<td>Feb. 6th</td>
<td>Management Styles and Gender</td>
<td>You can choose either 1.1 or 1.2</td>
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<td>Feb. 13th</td>
<td>Women’s Careers</td>
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Bottleneck, or a Glass Ceiling? *Industrial Relations*, 64, 593-619.

10. Mar. 20th
**Employment Policies for Women**


11. Mar. 27th
**Responses to Change**

*You can choose either 1.1 or 1.2*


**Or**


12. April 3rd
**Strategies for the Future**

