**[OPENING REMARKS]**

We hope that you find our Instructor’s Manual helpful as you craft your course on diversity management. Every instructor has his or her own pedagogical philosophy and approach in the classroom, and, as reflected in our example syllabi and emphasis on student participation and team work, our pedagogical philosophy is based on the co-creation of knowledge in the classroom.

We believe that diversity is best understood when students grapple with the complexities of diversity by engaging in classroom discussion, writing critical papers, examining case studies, working in teams, and performing analyses of how local and national companies manage or mismanage diversity. In this Instructor’s Manual, we offer the following:

* Example syllabi
* Examples of written assignments
* Writing Workshop materials
* Outlines of opening essays
* Teaching notes for diversity case studies
* Detailed instructions for exercises

For more information, please contact Dr. Cañas directly at [kate.canas@business.utah.edu](mailto:kate.canas@business.utah.edu). Thank you!

Warm regards,

Kathryn A. Cañas, PhD

Harris Sondak, PhD

The University of Utah

Department of Management

David Eccles School of Business

**SYLLABI, ASSIGNMENTS, WRITING MATERIALS, FEEDBACK SHEETS**

**[EXAMPLE SYLLABI]**

**EXAMPLE SYLLABUS #1**

**(3.0 credit hours; meets two times per week)**

**GENERAL INFORMATION** [insert your general information here]

Day and Time: Tuesday/Thursday 10:45am to 12:05pm

Room: BuC 212

Instructor: Kathryn A. Cañas, PhD  
Office: BuC 425

Office Hours: Before and after class; please make an appointment

# Office Phone: 801.581.4739

Email: kate.canas@business.utah.edu

Web site: www.business.utah.edu/~mgtkc

**PURPOSE**

The world is changing at an ever-increasing rate—the amount of information readily available, the complexion of our work environment, and the number and diversity of people with whom we interact. As people active in today’s world, as managers, and as members of the workforce, this diversity poses both challenges and benefits. Greater emphasis on understanding cultural differences and managing diversity as a competitive advantage has become a reality and an opportunity in American business.

**OBJECTIVES**

* To define diversity, the primary and secondary dimensions of diversity, and diversity management;
* To understand the demographic changes occurring in today’s workforce;
* To understand the meaning and application of the four diversity management paradigms;
* To grapple with the strengths and weaknesses of the business case for diversity;
* To expand individual understanding and critical thinking regarding diversity;
* To identify best practices for managing diversity in the workplace;
* To act as diversity consultants by developing a strategic diversity management plan for a local organization;
* To examine business cases of companies that represent both effective and ineffective diversity management practices; and

To enhance your facilitation, public speaking, interpersonal, and writing skills.