



**KENNEBEC VALLEY COMMUNITY COLLEGE  
FAIRFIELD, MAINE**

**Social Sciences Department**

**Approval Date: 5/20/15**

**Semester: Fall 2016**

<b>COURSE NUMBER:</b>	MHT125-OLA	<b>CREDIT HOURS:</b>	3
<b>COURSE TITLE:</b>	The Changing Workplace	<b>CLOCK HOURS:</b>	45
<b>PREREQUISITES:</b>	None		
<b>CO-REQUISITES:</b>	None		

<b>INSTRUCTOR</b>	<b>VOICE MAIL</b>	<b>OFFICE</b>	<b>E-MAIL ADDRESS</b>
Adrien Lemar	See Course	Information in	Blackboard

**OFFICE HOURS:** TBA

**TEXTS:**

All content is available in Blackboard.

**OTHER MATERIALS:**

TBA

**COURSE DESCRIPTION:**

A sociological study of the shifts in the American work force and the impact on workers, work, and the new workplace. Among the topics explored will be management styles, minorities, workers with disabilities, laws' influence on today's workforce, gender, communication, and cultural diversity among workers. This course will provide an open forum for discussion of beliefs and attitudes critically examined through the perspectives of history, cultural context, political change, the media, the economy, society, and the family structure.

**LEARNING OUTCOMES:**

Upon successful completion of this course, the student should be able to:

1. Recognize and define sociological trends affecting both the diverse American worker and the workplace in the 20th and the 21st centuries.
2. Demonstrate critical thinking and reflection skills by projecting changes in the American workplace.
3. Examine and critique the ways in which culture and history have affected all workers, including minorities, in career aspirations, career opportunities, and worker effectiveness.
4. Compare, contrast, and analyze the different experiences of males and females in society and the workplace.
5. Employ behavior that models acceptance of and appreciation for diverse perspectives.
6. Appraise and select workplace behaviors that model positive relationships.
7. Demonstrate proficiency in intercultural knowledge\*\*

**COURSE CONTENT:**

*Within the online course in Blackboard you will find a highly detailed document called "Course Navigator." This document provides additional detail related to all course activities for each week.*

- Lesson ZERO
- Lesson 1: Introduction to the Changing Workplace
- Lesson 2: Defining Diversity through History
- Lesson 3: Gender Diversity
- Lesson 4: Sexual Orientation and Gender Identity
- Lesson 5: Race, Culture, and Homelessness
- Lesson 6: Religion
- Lesson 7: Theories of Development
- Lesson 8: Behaviors Across the Lifespan – Across our Career Paths
- Lesson 9: Balancing Outside Issues with Work Demands
- Lesson 10: Behavior in Different Workplace Environments – Professionalism and Boundaries
- Lesson 11: Behavior that Builds Positive Workplace Environments
- Lesson 12: Behavior that Models Acceptance and Appreciation for Diverse Perspectives

## **COURSE ACTIVITIES:**

For each week in this class you will be assigned specific activities. These activities may include reading in the textbook, reading outside material, participation in discussions, quizzes on the text content, and reflection quizzes.

### **Lesson Plans**

The entire course is divided into “Lessons” that cover specific topics and learning objectives in the class. The Lessons are listed in the Course Outline above. Each Lesson introduces you to specific subject matter and asks you to engage in a number of activities. These may include reading, exploring the web, researching, participating in online discussions, quizzes (multiple choice, short answer, and essay questions), and assignments (written work submitted as an attached document in a “drop box”)

Each Lesson consists of:

- A Lesson Plan that outlines the content and provides detailed instructions as to any assignments
- Direct links to any Discussions, Assignments, or Quizzes that go along with that Lesson.

All the Lessons are located in the “Lessons” folder. Click on the Lessons link in the course Menu.

### **Online Discussions**

Online discussions form the backbone of an online class. It is very important for you to participate actively and fully in these discussions. These discussions will be graded and will be available for a specified amount of time (Monday morning until Sunday night on a given week in the course). You are required to participate in these discussions following the instructions that will be provided to you in the online Lessons.

Grading of the online discussions will be done in accordance to this grading rubric:

Name	Online Discussion Rubric		
Description	This rubric can be used to standardize the grading of online discussions.		
Rubric Detail			
	Levels of Achievement		
Criteria	Non Performance	Needs Improvement	Meets Expectations
Main Post	<b>0 Points</b> No participation or main post does not address the prompt in the instructions	<b>20 Points</b> Main post is present but does not go into sufficient depth, is missing particular components, or simply repeats what others have already posted...when applicable, claims are not substantiated with a reference.	<b>40 Points</b> Main post adds substance to the discussion and meets all the requirements of the prompt in the instructions...when applicable, claims are substantiated with a reference.
Reply Post 1	<b>0 Points</b> No participation or response post does not contribute to the discussion	<b>10 Points</b> Reply post is present but meets the criteria only in a superficial manner.	<b>20 Points</b> Response post is relevant to the discussion thread, introduces new information, asks a question, and/or provides unique insight into the conversation.
Reply Post 2	<b>0 Points</b> No participation or response post does not contribute to the discussion	<b>10 Points</b> Reply post is present but meets the criteria only in a superficial manner.	<b>20 Points</b> Response post is relevant to the discussion thread, introduces new information, asks a question, and/or provides unique insight into the conversation.
Mechanics	<b>0 Points</b> No participation or post is written with unacceptable spelling, grammar, and/or syntax errors	<b>10 Points</b> Errors in mechanics are minor, but are somewhat distracting from the message.	<b>20 Points</b> No substantial errors in spelling, grammar, and/or syntax, or APA Citations.

You are, of course, encouraged to post many times through the week. You are also encouraged to post EARLY in the week so that you can benefit from others' responses to your post and so that others may benefit from your responses).

Please review the online document titled "Course Expectations and Policies"

## Lesson Quizzes

Within the Lesson Plans you will be provided with a lists of ALL the questions included in the Lesson Quiz and/or directions related to the Lesson Assignment. You should prepare your answers and/or assignments ahead of time and then enter these answers into the appropriate online quiz or drop box.

Quizzes/assignments must be completed by the end of the week in which they are assigned. You may be able to work ahead on some of these as well.

*Extensions on the due dates for quizzes/assignments may be allowed with sufficient reason; however, I reserve the judgment to not grant an extension. If you anticipate needing extra time it is best to get in touch with me PRIOR to the due date.*

## Special Assignments

The following assignments are those that have been incorporated into this class to not only teach you course content, but to also enable you to demonstrate learning associated with the KVCC General Education Outcomes. (See the section on General Education Outcomes at the beginning of this syllabus)

- Intercultural Knowledge – The Culture of Homelessness

It is critical that you review the information I have provided for each of these assignments in the course website. While the assignments are not particularly complicated, they are certainly complex, requiring planning and time

management to complete them by their due dates.

## **GRADING:**

Grading for the course will be accomplished in the following manner: (This section can be edited)

1. Online Discussions / Attendance	50 %
2. Lesson Quizzes	40 %
3. Special Assignment	10 %

## **GRADING SCALE:**

Letter Grades---Based on a final grade scale of 0-100, the following letter grades will be assigned:

95-100	A
90-94	A-
87-89	B+
83-86	B
80-82	B-
77-79	C+
73-76	C
Below 73	F

Please note that I will not be giving grades below a C. The rationale to this is that students who do not master more than 72% of the material in this class are not prepared to meet the expectations of future classes or programs that require this course. It simply means that you have not learned enough material to really say that you have “passed” the

## **ATTENDANCE POLICY:**

Please review the online document titled “Course Expectations and Policies”

## **OTHER COURSE REQUIREMENTS:**

The MHRT/C is a competency-based certification. The following competencies associated with this course have been deemed by the Maine Department of Mental Health Services as necessary to work in the field.

<http://muskie.usm.maine.edu/cfl/MHRT/2008%20Guidelines.pdf>

1. Demonstrates cross-cultural awareness and sensitivity
2. Communicates effectively across cultures
3. Sensitive to gender differences and differing sexual orientations
4. Knowledgeable about changing treatment needs for adult stages of transition

*These outcomes are assessed utilizing a specific set of assignments standardized within the context of the course.*

## **OTHER INFORMATION:**

N/A

## **STUDENTS WITH DISABILITIES (2014)**

Kennebec Valley Community College welcomes students with disabilities, and in accordance with state and federal laws, KVCC is committed to assisting students with disabilities to achieve their educational goals.

### **In order to receive reasonable accommodations for this course:**

- Students must contact the Director of Learning Commons at 453.5084 or [cjohnson2@kvcc.me.edu](mailto:cjohnson2@kvcc.me.edu)
- Students must provide current, appropriate documentation of their disability
- Students must make a timely request for accommodation to the Director of Learning Commons
- Accommodations will not be provided until the faculty member receives a letter requesting accommodations. This letter is created with the director of learning commons and is supported by the documentation of stated disability
- Requests for accommodation(s) must be renewed each semester for each course

**To begin this process, please contact Christy Johnson, Director of Learning Commons at [cjohnson2@kvcc.me.edu](mailto:cjohnson2@kvcc.me.edu) or 207.453.5084**

## **NOTICE OF NON-DISCRIMINATION (2014):**

Kennebec Valley Community College does not discriminate on the basis of disability in the admission to, access to, or operation of its programs, services or activities. Students requesting classroom accommodation should be forwarded to the Dean of Students, Enrollment Service Center, Frye Building, phone: 453-5019 or the Director of the Learning Commons, Lunder Library, phone: 453-5084

Complaints about College decisions related to disability accommodations or discrimination must be forwarded to Affirmative Action Officer and ADA Compliance Officer, Dean of Academic Affairs, Enrollment Services Center, 92 Western Avenue, Fairfield, ME 04937, phone: 453-5822.