



DEPAUL

School of Continuing and Professional Studies

Managing Multicultural and Multigenerational Teams Undergraduate Course Information Guide

Course Number: BADM 235, 2 credits, 10 Weeks
Delivery Formats: Online Async

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Course Description

This course explores the demographics of today's U.S. workforce. It examines common multicultural and multi-generational issues that arise in the workplace. Additionally, it considers potential shifts in how to address and manage workplace culture in light of current trends in government policies on immigration and diversity, equity, and inclusion (DEI). This course introduces best practices and leadership models for building inclusive and high-performing teams. Students will apply these strategies and best practices in a case study.

Learning Outcomes

After completing this course, you will be able to:

- Describe the changing demographics of today's workplace and how they may be impacted by changes in immigration policy.
- Identify some of the common issues that managers and employees face in a multicultural workplace.
- Explain some of the common issues that managers and employees face in a multigenerational workplace.
- Define a variety of management and inclusion theories for effectively managing multicultural and multigenerational teams.
- Apply several management and inclusion theories, strategies, and best practices in a case study to effectuate high performing teams in a multicultural and/or multigenerational organization.
- Assess their own cultural biases and leadership style to enhance cultural intelligence and team engagement.

Learning Strategies and Resources

Weekly quizzes are used to help focus readers on course reading objectives.

Online practice activities provide a forum to test and refine theories.

Final project gives students the opportunity to design a functional workshop that can be used in their own workplace environments.

Required Readings

No textbook required for purchase.

Readings will be available on Electronic Reserve, at the [DePaul Library](#). Login to Ares Course Reserves and select the course. Log in using your Campus Connect User ID and password. You will then get a page listing the courses in which you're enrolled that have readings posted in Ares. Click on the title of this course and the list of our electronic reserve readings will be displayed.

Learning Deliverables

Assessment Activities: Online Quizzes

Practice Activities: Online Discussion

Final project: Create a 60- 90 minute workshop for a multicultural and multigenerational teams

Assessment of Student Learning

Distribution of Grade Points

Graded Assignments	Percentage of Final Grade
Online Discussions	30%
Weekly Quizzes	30%
Final Project	40%

Grading Scale

A = 95 to 100	A- = 91 to 94	B+ = 88 to 90
B = 85 to 87	B- = 81 to 84	C+ = 77 to 80

C = 73 to 76	C- = 69 to 72	D+ = 65 to 68
D = 61 to 64	F = 60 or below	INC

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Course Schedule

Week and Module Title or Theme	Readings / Activities	Graded Assignments
Week 1, Module 1: The Nature of Today's Workplace	TBA	Online Discussion Week 1 Quiz
Week 2, Module 2: Common Challenges in a Multicultural Workforce	TBA	Online Discussion Week 2 Quiz
Week 3, Module 3: Common Issues in a Multigenerational Workplace	TBA	Online Discussion Week 3 Quiz
Week 4, Module 4: Strategies for Effectively Managing in Today's Multicultural and Multigenerational Workplace	TBA	Online Discussion Week 4 Quiz
Week 5, Module 5: Emerging Challenges to Workforce Inclusivity	TBA	Online Discussion Week 5 Quiz Final Project

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Course Policies

For access to all SCPS and DePaul University academic policies, refer to the following links:

[SCPS Student Resources Website](#)

[DePaul Student Handbook](#)

Course Syllabus

The official syllabus for this course that includes course dates, instructor information and quarter specific details will be provided by the course instructor by the start of the course and available on the course D2L website.

Course Registration

To find out when this course will be offered next, you can go to the [SCPS Registration website](#) for details on how to register for the course.

For information on how this course can apply to your program, contact your academic advisor.

School of Continuing and Professional Studies

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