



Gender in Business and Leadership Undergraduate Course Information Guide

Course Number: BADM 310, 4 credits, 10 Weeks
Delivery Formats: Online Async

<u>Learning Outcomes</u>	<u>Learning Strategies and Resources</u>	<u>Learning Deliverables</u>
<u>Assessment/Grading</u>	<u>Course Schedule</u>	<u>Policies</u>

Course Description

Women's work is never done. Not only are women mothers and wives, but these days the expectation is that women will take on leadership roles outside the home as well. What makes a woman a leader? How did the workplace differ when women were not corporate leaders? Who are today's prominent female leaders and how are they shaping our future? In this course, learners will study the lives and contributions of various important women from business, politics, and social action. Students will assess equality in management and leadership, the psychological make up of the woman leader, and the ways in which women's contributions to leadership differ from men's. Furthermore, the class will endeavor to define leadership, its consequences, and its personal ramifications. Students should expect to read extensively about the lives and characteristics of contemporary women who have surfaced in leadership roles. Learners will also identify women leaders in their own workplaces and communities and assess their involvement in the corporation and/or general public.

Learning Outcomes

After completing this course, you will be able to:

- Identify leadership characteristics and align them with specific business functions.
- Compare and contrast leadership differences between men and women.
- Recognize the role of societal attitudes, cultural mores, unconscious biases and overlearned behavior on gender issues in the workplace.
- Identify the role of gender in the workplace and career fields.
- Identify corporate and workplace strategies to enhance diversity in the workplace.
- Identify individual leadership styles and apply those to given situations.

Learning Strategies and Resources

In this online class, we will examine issues regarding the role of gender in society and leadership. We will explore the major gender issues facing society today, such as equal employment opportunity, leadership styles, and the balancing of work and family. Students will be exposed to a variety of conceptual frameworks and perspectives. They may use these frameworks for interpreting problems and solutions. We will explore each framework or perspective by applying it to case studies. We will reflect on the effectiveness and shortcomings of each perspective and evaluate the effectiveness of leadership styles without regard to gender.

Required Readings

Books and learning materials are available at the DePaul bookstore, at <http://depaul-loop.bncollege.com>, or through alternative sources.

Sandberg, Sheryl, *Lean In: Women, Work and the Will to Lead* (Alfred A. Knopf) (ISBN:978-0-385-34994-9)

Northouse, Peter. *Leadership: Theory and Practice*, 8th Edition. (ISBN: 978-1506362311)

Required and recommended readings can be purchased at the [Harvard Business Review](#):

Additional readings may 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.

[Back to Top](#)

Assessment of Student Learning

Distribution of Grade Points

Graded Assignment	Percentage of Final Grade
Online Discussions	32.5%
Module Assignments	32.5%
Group Assignment	30%
Quizzes	5%

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

[Back to Top](#)

Course Schedule

Week or Module Title or Theme	Readings / Learning Activities	Graded Assignments
Week 1, Module 1: Leadership and Gender	Sandberg, Introduction, pgs. 6-14. Statistical Overview of Women In The Workforce HBR Cases: The Manager's Job Ways Chief Executive Officers Lead What Do Leaders Really Do?	Class Introductions 1.1 Fact Sheet: The Women's Leadership Gap Discussion 1.2 Northouse Survey 1.3 Identifying Leadership Characteristics
Week 2, Module 2: Gender in the Workplace	Sandberg, Chapters 1 & 2. Northouse, Transformational Leadership - Chapter 8. HBR Case: Two Women, Three Men, and a Raft	2.1 Transformational vs. Transactional Leadership Discussion 2.2 Identifying Leadership Styles Discussion

Week 3, Module 3: Unconscious Bias	<p>Sandberg, Chapters 3 & 4</p> <p>Northouse, Gender and Leadership - Chapter 15</p> <p>Padavic, I., Reskin, Barbara. Women and Men at Work</p> <p>HBR Case: Cheri Mack Case Study</p>	<p>3.1 Identifying Unconscious Biases Assignment</p> <p>3.2 Unconscious Bias Quiz</p>
Week 4, Module 4: The Credibility Gap	<p>Sandberg, Chapters 5 & 6</p> <p>Northouse, Chapter 15</p> <p>HBR Case: Women Rising: The Unseen Barriers By Herminia Ibarra, Robin J. Ely, and Deborah M. Kolb</p>	<p>4.1 Case Studies Review Assignment</p> <p>4.2 Pregnancy As a Barrier to Job Status Case Study</p>
Week 5, Module 5: Women In History and Impact on Tomorrow	<p>Northouse, Chapter 15</p> <p>Kellerman, B., Rhode, D.L., Women & Leadership - pgs. 4-30</p> <p>Padavic, I., Reskin, Barbara. Women and Men at Work</p>	<p>5.1 Compare and Contrast Leadership Effectiveness: Past and Present Discussion</p> <p>5.2 Historic Leadership Assignment</p>
Week 6, Module 6: Work and Family Life	<p>The Gender Leadership Gap: Are Women the Real Issue That's Holding Women Back</p> <p>Kellerman, pgs. 149-164</p> <p>Sandberg, Chapter 7, 8, and 9</p> <p>HBR Case: "Off-Ramp- or Dead End?" by Sharman Esarey and Amo Haslberger</p>	<p>Group Discussion Assignment</p> <p>6.1 "Off-Ramp- or Dean End"? Discussion</p>
Week 7, Module 7: The Gender Gap and Pay Gap: Is it Just About Gender?	<p>Sandberg, Chapter 10.</p> <p>Fact Sheet: The Women's Leadership Gap</p> <p>Citibank 2016 Annual Diversity Report</p>	<p>7.1 Gender Gap Assignment</p> <p>7.2 The Women's Leadership Gap Discussion</p>

	<p>Citi Is the First U.S. Bank to Respond to Shareholder Pressure to Close Gender Pay Gap</p> <p>Citigroup Promises to Bridge the Pay Gap in Three Countries</p> <p>HBR Case:</p> <p>Mommy-Track Backlash</p> <p>"Off-Ramp- or Dead End?" by Sharman Esarey and Amo Haslberger</p> <p>How We Closed the Gap Between Men's and Women's Retention Rates by Michelle Stohlmeier Russell and Lori Moskowitz Lepler</p>	
<p>Week 8, Module 8: Authentic Leadership</p>	<p>Northouse, Peter. Leadership: Theory and Practice - Chapter 9</p>	<p>8.1 Authentic Leadership Written Assignment</p> <p>8.2 Authentic Leadership Quiz</p>
<p>Week 9, Module 9: Workplace Flexibility</p>	<p>Sandberg, Chapter 11</p> <p>Northouse, Chapter 15</p> <p>HBR Case: Harvard Business Review Case: Mommy-Track Backlash by Alden M. Hayashi</p> <p>How Hard Should You Push Diversity? By Martin N. Davidson</p>	<p>9.1 Flexibility in the Workplace Assignment</p> <p>9.2 Workplace Flexibility Discussion</p>
<p>Week 10, Module 10: Globalization, Culture, and Leadership</p>	<p>Northhouse, Chapter 16</p> <p>Ellen, Tim Cook and the Most Powerful LGBT Executives</p>	<p>10.1 - Regarding Gender Equality: How Does the U.S. Rank Discussion</p> <p>10.2 - LGBT National and International Leadership</p>

Course Policies

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

[SCPS Student Resources Website](#)

[DePaul Student Handbook](#)

The [D2L Course Website](#) for this course.

Credit for Prior Learning

Students whose home college is SCPS that have not transferred more than 99 credit hours from community college or exam credit, and have not reached 132 credit hours toward graduation may qualify for prior learning credit. If you have prior knowledge you think may be equivalent to the learning outcomes of a SCPS course, you can contact the Office of Prior Learning Assessment at scpspla@depaul.edu or the [PLA website](#) for information on how to submit a proposal to use Prior Learning Assessment (PLA) credit for a nominal fee in lieu of regular tuition as an alternative to completing a course.

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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Back to Top