

**DePaul University
School for New Learning**

FA 310 Women in Business and Leadership

GENERAL INFORMATION

Quarter: Fall 2009

Location: Loop Campus

Faculty: Bridgette E. Mahan

Phone: (773)720-2178

Email: bmahan@ccc.edu

COURSE DESCRIPTION

In this class, we will examine issues regarding the role of women in society and leadership. We will explore the major issues facing women 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.

COMPETENCIES OFFERED:

Each SNL student may register for two of the following competencies:

A-3-X

Can examine a social or economic issue from a specific leadership perspective.

H-3-X

Can examine the effectiveness of individual leadership styles in different situations or environments.

H-4

Can analyze power relations among racial, social, cultural, and economic groups in the United States.

F-X

Can utilize leadership concepts and apply them to a contemporary business or societal problem.

LEARNING EXPERIENCE:

Through lectures, group discussions, case studies, presentations and written assignments, we will examine the role and impact of women in business and society.

You will be asked to: 1) read the assigned readings for each class and locate additional material on your own; 2) participate in group discussions; 3) contribute to your learning team's discussions; 4) submit a written report and do an individual presentation.

LEARNING TEAMS

Working together on class material in learning teams will enhance your learning experience in this course. The class will be divided into teams during the first session. For some class sessions, your team will be responsible for leading the class discussion on part of our material.

REQUIRED READING

There is one book and several handouts that we will use in the class.

Books

Required:

Wilson, Marie C., ***Closing the Leadership Gap, Add Women, Change Everything*** (Penguin Group) (ISBN # 0-14-311403-4)

DeLaat, Jacqueline, ***Gender in the Workplace*** (Sage Publications) Second Edition (ISBN # 978-1-4129-2817-5).

Optional:

Padavic, Irene and Reskin, Barbara, ***Women and Men At Work*** (Sage Publications) Second Edition (ISBN # 0-7619-8710-X).

CLASS ATTENDANCE:

Class participation involves attendance and contribution to class activities and discussions. This recognizes attendance and preparation for each session. The success of this course depends on your participation, which includes sharing your perspectives and experiences with the class. The more you participate, the more fun and valuable the course will be for all of us. Of course, being present physically and cognitively is basic to full participation. If a session is inexcusably missed, your final grade will be adversely affected. If you must miss class, please notify the instructor and communicate with another member of your team before and after class session and attend to your responsibilities accordingly.

EVIDENCE THE STUDENTS WILL SUBMIT:

You will demonstrate your competence through your class participation, individual presentation and your work with your learning team. You will demonstrate your achievement of your competence by writing a (10-12 page) paper. The students registered for one competence will write a (6 page) paper. The paper should identify some of the problems and ramifications of women in business, in society and in the workplace.

You will also demonstrate your competence by doing a short class presentation (10-15 minutes) on selected topics. The presentation should also focus on the decisions made to cope with the opportunities and vulnerabilities resulting from women's role in business and society.

WRITTEN ASSIGNMENTS

All written assignments should follow the accepted practices of standard English spelling, grammar and usage. All papers should have at least four cited references. All papers should contain a conclusion in which you offer your solutions or recommendations to the problems identified in the paper. All papers should be computer generated, double spaced, with one inch margins, 10 or 12 point typeface and pages should be numbered.

CRITERIA FOR ASSESSMENT:

At the end of the course, you will be asked to assess your own learning. I will use your assessment in my overall assessment of your work and that of your class members. The criteria for assessing your reading include: How regularly and carefully did you complete the reading assignments? How well did your questions and comments in class or in your discussions show that you understood the reading materials?

The criteria for assessing your participation in class discussion include: Did you attend all sessions? How well did your questions and comments advance your own learning and support the learning of others in the class?

The criteria for assessing your contribution to your learning team include: How well did you support the learning of the other members of the class? How actively involved were you in your class and team discussions, and information gathering?

The criteria for assessing your written report/presentation include: How well does your written report/presentation show that you understand the issues of the course? To what extent are you able to integrate the relevant literature and references into your written report /presentation? To what extent are you able to apply the understanding and awareness you acquired to your own decision making process? Is a bibliography or reference page included in your report

or presentation? How clearly and concisely are you able to express your ideas creatively and concisely in your writing/presentation?

GRADE DISTRIBUTION:

<u>Activity</u>	<u>Percent</u>
<i>Attendance/Class Participation</i>	40
<i>Written Report</i>	30
<i>Team Participation</i>	20
<i>Individual Presentation</i>	10

FACULTY BIOGRAPHICAL SKETCH:

Bridgette Mahan is a visiting faculty member at SNL. She was formerly First Vice President, Manager, Corporate Staff Audit at First Chicago NBD Bank (Bank One). She has twenty years of internal and external accounting/auditing and management experience including project management and systems software/audit training. Ms. Mahan has a MBA and is a Certified Public Accountant (CPA).

CLASS SCHEDULE/COURSE OUTCOMES:

A detailed course outline and schedule will be handed out on the first day of class. Course outcomes include the following subject matter.

Students will develop the ability to:

- Compare and contrast the leadership differences between men and women.
- Compare and contrast the leadership styles of successful women, working on the world stage today or in the recent past.
- Identify women's role in business and other career fields.
- Identify individual leadership styles and apply those to given situations.

CLASS SCHEDULE:

The following is a tentative schedule of the subjects to be covered each week of the term. The schedule is subject to revision based on the composition of the class, the evolution of ideas and perspectives in the class sessions.

Session 1

- Introductions
- Overview of course and Review of Syllabus
- Leadership
- Types of Leaders; Gender Specific?
- Are Leadership Skills Organization Driven
- Select teams

Session 2

- Team Discussion: Are Leadership Styles Gender Specific?
- Class Discussion: Obstacles to Women's Advancement in Leadership and Business, Closing the Leadership Gap, Introduction, Chapters 1-2.
- Handout of Team Case Assignment
- Final Paper Topics

Session 3

- **Assignment Due: Outline of Paper**
- Class Discussion: Impact of Organizational Structure on Leadership and Authority, Closing the Leadership Gap, Chapter 3.

Session 4

- Team Group Presentations
- Class Discussion: The Credibility Gap - Remedies and Cultural Implications, Closing the Leadership Gap, Chapters 4-7.

Session 5

- Class Discussion: Leadership Styles - Tools and Techniques, Readings TBA

Session 6

- Class Discussion: Women and Men at Work - Selected Topics

Session 7

- Class Discussion: How to Close the Gap/ Strategies for Change

Session 8

- Complete work on Final Paper.
- Class Review and Class Evaluations completed.

Session 9

- Class Review and Class Evaluations completed.
- **Student Presentations**

Session 10

- **Student Presentations**