



OLT 515: CULTURAL ISSUES IN ORGANIZATIONS

COURSE SYLLABUS: SUMMER I 2024

INSTRUCTOR INFORMATION

Instructor: Tony Lee, Ph.D.

Online Office Hours: by appointment

Office Location: Virtual

Zoom Link: <https://tamuc.zoom.us/j/9740924769>

University Email Address: Tony.Lee@tamuc.edu

Preferred Form of Communication: Email or Zoom

COURSE INFORMATION

Textbook Required:

- ❖ Marquardt, M., Berger, N., & Loan, P. (2004). *HRD in Age of Globalization: A practical guide to workplace learning in the third millennium*. Print ISBN-13: 978-0465043835, ISBN-10: 0465043836.

Optional:

- ❖ American Psychological Association. (2020). *Publication manual of the American Psychological Association* (7th edition). Washington, DC.

Course Description

The capability to understand diverse cultures across the world and skills to address cultural differences are essential for successful intercultural workplace learning practices in the current globalized society. This course will investigate the impact of culture and globalization based on the international human resource development (HRD) perspectives. Cultural factors that influence international HRD will be examined to understand the nature of intercultural workplace learning. And then, the roles of international HRD professionals will be explored for developing intercultural workplace learning practices.

The syllabus/schedule are subject to change.

Learning Outcomes:

At the end of this course engaged students will be able to:

- ✓ Discuss the impact of globalization on intercultural workplace learning practices.
- ✓ Compare and evaluate cultural models for describing cultural variations.
- ✓ Discuss the issues encountered in intercultural workplace learning practices and ways to improve such practices.
- ✓ Demonstrate an advanced understanding of the roles of international HRD professionals in addressing culturally diverse employees or trainees.

COURSE REQUIREMENTS**Course Expectations and Participation:**

- ✓ Active participation in this web-based course is expected. It is recommended that students log into the course module weekly to stay on track with the assigned reading material, discussion post, assignment, and project.
- ✓ Students are expected to take an active learning approach in this course and engage in the course content to positively impact the learning experience for everyone.
- ✓ Complete all discussion posts, assignments, and papers by deadlines.
- ✓ Incorporate knowledge gained from the text, personal experiences, peers' feedback, and other resources to formulate ideas on your responses.

Students who enroll at Texas A&M University-Commerce will have access to an email account via myLeo. All instructors' emails sent from D2L (including all other university official emails) will go to students' myLeo email account, so students need to check their account regularly. Students are also encouraged to email their instructor using the myLeo email.

Course Assessments

This course is made up of a series of module assignments and assessments to assist students in achieving the course learning outcomes. In each module the students will work on combinations of readings, discussions, journal articles, and/or peer review.

Course Grades

Grading Policy: The course grade consists of

| | |
|----------------------------------|-----------|
| Discussion Posts (3 x 20 points) | 60 points |
| Reaction Papers (4 x 20 points) | 80 points |
| Case Study | 20 points |

The syllabus/schedule are subject to change.

| | |
|------------------|------------|
| Article Abstract | 20 points |
| Presentation | 20 points |
| Final Project | 100 points |
| ----- | |
| Total: | 300 points |

Grading Scale:

A = 270 – 300 points, B = 240 – 269 points, C = 210 – 239 points, D = 180 – 209 points, F = 179 or Below

TECHNOLOGY REQUIREMENTS

LMS

All course sections offered by Texas A&M University-Commerce have a corresponding course shell in the myLeo Online Learning Management System (LMS). Below are technical requirements.

LMS Requirements:

<https://community.brightspace.com/s/article/Brightspace-Platform-Requirements>

LMS Browser Support:

https://documentation.brightspace.com/EN/brightspace/requirements/all/browser_support.htm

ACCESS AND NAVIGATION

Students will need their campus-wide ID (CWID) and password to log into the course. If students do not know their CWID or have forgotten their password, contact the Center for IT Excellence (CITE) at 903.468.6000 or helpdesk@tamuc.edu.

Note: Personal computer and internet connection problems do not excuse the requirement to complete all course work in a timely and satisfactory manner. Each student needs to have a backup method to deal with these inevitable problems. These methods might include the availability of a backup PC at home or work, the temporary use of a computer at a friend's home, the local library, office service companies, Starbucks, a TAMUC campus open computer lab, etc.

COMMUNICATION AND SUPPORT

If students have any questions or are having difficulties with the course material, please contact their instructor.

The syllabus/schedule are subject to change.

Technical Support

If students are having technical difficulty with any part of Brightspace, please contact Brightspace Technical Support at 1-877-325-7778. Other support options can be found here: <https://community.brightspace.com/support/s/contactsupport>

Interaction with Instructor Statement

The instructor is available via email or Zoom. Personal concerns involving a private issue, grades, student progress, etc. should be addressed privately to the instructor via private email, zoom or telephone. The instructor's communication response time to emails will, in most instances, be within 24 - 48 hours during the work week.

COURSE AND UNIVERSITY PROCEDURES/POLICIES

Course Specific Procedures/Policies

Attendance Policy

Students are expected to "attend class" and actively participate in all course content, assignments, discussions, and projects. The instructor will monitor each student's participation activity.

Late Work

Module assignments and/or projects must be submitted within established folders during the opening and closing dates. Unless a student has a legitimate excuse, assignments and/or projects not submitted by the deadlines will lose points according to the amount of time elapsed. There are circumstances outside one's control that might impact timely submission of assignments, such as jury duty, hospitalization, or a funeral of a family member. In these instances, the student should notify the instructor as soon as possible.

Drop Course Policy

Students should take responsibility for dropping themselves from the course according to university policy should it become necessary.

Syllabus Change Policy

The syllabus is a guide. Circumstances and events, such as students' progress, may make it necessary for the instructor to modify the syllabus during the semester. Any changes made to the syllabus will be announced in advance or as soon as the changes have been made.

The syllabus/schedule are subject to change.

University Specific Procedures

Student Conduct

All students enrolled at the University shall follow the tenets of common decency and acceptable behavior conducive to a positive learning environment. The Code of Student Conduct is described in detail in the [Student Guidebook](#).

<http://www.tamuc.edu/Admissions/oneStopShop/undergraduateAdmissions/studentGuidebook.aspx>

Students should also consult the Rules of Netiquette for more information regarding how to interact with students in an online forum: <http://www.albion.com/netiquette/corerules.html>

TAMUC Attendance

For more information about the attendance policy please visit the [Attendance Procedure 13.99.99.R0.01](#).

<http://www.tamuc.edu/admissions/registrar/generalInformation/attendance.aspx>

<https://inside.tamuc.edu/aboutus/policiesProceduresStandardsStatements/rulesProcedures/13students/13.99.99.R0.01ClassAttendance.pdf>

Academic Integrity

Texas A&M University-Commerce acknowledges that there are legitimate uses of Artificial Intelligence, ChatBots, or other software that has the capacity to generate text, or suggest replacements for text beyond individual words, as determined by the instructor of the course.

Any use of such software must be documented. Any undocumented use of such software constitutes an instance of academic dishonesty (plagiarism).

Individual instructors may disallow entirely the use of such software for individual assignments or for the entire course. Students should be aware of such requirements and follow their instructors' guidelines. If no instructions are provided the student should assume that the use of such software is disallowed.

In any case, students are fully responsible for the content of any assignment they submit, regardless of whether they used an AI, in any way. This specifically includes cases in which the AI plagiarized another text or misrepresented sources.

Students at Texas A&M University-Commerce are expected to maintain high standards of integrity and honesty in all of their scholastic work. For more details and the definition of academic dishonesty see the following procedures:

[Graduate Student Academic Dishonesty 13.99.99.R0.10](#)

<https://inside.tamuc.edu/aboutus/policiesproceduresstandardsstatements/rulesprocedures/13students/graduate/13.99.99.R0.10.pdf>

[Graduate Student Academic Dishonesty Form](#)

The syllabus/schedule are subject to change.

Civility Statement

Texas A&M University-Commerce enhances civility and collegiality of administrators, faculty, staff, students, and guests through intentional acts of respect, trust, self-accountability, and collaboration. We recognize our strength is found in togetherness as we commit to kindness through one-on-one communication, fostering a healthy environment of conflict resolution and teamwork. The university is also committed to incorporating the tenets of civility in ways that do not silence traditionally marginalized voices.

Students with Disabilities – ADA Statement

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides reasonable accommodation of their disabilities. If students have a disability requiring an accommodation, please contact:

Office of Student Disability Resources and Services

Texas A&M University-Commerce
Velma K. Waters Library- Room 162
Phone (903) 886-5150 or (903) 886-5835
Fax (903) 468-8148
Email: studentdisabilityservices@tamuc.edu
Website: [Office of Student Disability Resources and Services](#)

A&M-Commerce Supports Students' Mental Health

The Counseling Center at A&M-Commerce, located in the Halladay Building, Room 203, offers counseling services, educational programming, and connection to community resources for students. Students have 24/7 access to the Counseling Center's crisis assessment services by calling 903-886-5145. For more information regarding Counseling Center events and confidential services, please visit www.tamuc.edu/counsel.

Nondiscrimination Notice

Texas A&M University-Commerce will comply in the classroom, and in online courses, with all federal and state laws prohibiting discrimination and related retaliation on the basis of race, color, religion, sex, national origin, disability, age, genetic information or veteran status. Further, an environment free from discrimination on the basis of sexual orientation, gender identity, or gender expression will be maintained.

Campus Concealed Carry Statement

Texas Senate Bill - 11 (Government Code 411.2031, et al.) authorizes the carrying of a concealed handgun in Texas A&M University-Commerce buildings only by persons who have been issued and are in possession of a Texas License to Carry a Handgun. Qualified law enforcement officers or those who are otherwise authorized to carry a concealed handgun in the State of Texas are also permitted to do so. Pursuant to Penal Code (PC) 46.035 and A&M-

The syllabus/schedule are subject to change.

Commerce Rule 34.06.02.R1, license holders may not carry a concealed handgun in restricted locations.

For a list of locations, please refer to the [Carrying Concealed Handguns On Campus](#) document and/or consult campus event organizer.

Web URL:

<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/34SafetyOfEmployeesAndStudents/34.06.02.R1.pdf>

Pursuant to PC 46.035, the open carrying of handguns is prohibited on all A&M-Commerce campuses. Report violations to the University Police Department at 903-886-5868 or 9-1-1.