Developing Workforce Diversity Programs, Curriculum, and Degrees in Higher Education

Part of the Advances in Educational Marketing, Administration, and Leadership Book Series

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Description:
Workforce diversity refers to a strategy that promotes and supports the integration of human diversity at all levels and uses focused diversity and inclusion policies and practices to guide this approach in work environments. While this concept is not new, publications outlining the programming, curriculum, and degree demands that should exist in universities to promote workforce diversity skill development are missing.

Developing Workforce Diversity Programs, Curriculum, and Degrees in Higher Education presents conceptual and research-based perspectives on course, program, and degree developments that emphasize workforce diversity skill development and prepare next-generation leaders for the modern and emerging workforce. Highlights crucial topics relating to career development, human resources management, organizational leadership, and business education.

Readers:
This edited volume is a ground-breaking resource for business professionals, scholars, researchers, entrepreneurs, educators, and upper-level students working, studying, and seeking to advance workforce diversity learning across a variety of sectors.

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Topics Covered:
- Diversity Experiential Learning
- Diversity Mentoring
- Diversity Study Abroad Experiences
- Human Diversity Management
- Human Resources Development
- Inclusionary Practice
- Inclusionary Programs
- Online Diversity Education
- Workforce Diversity Career Development
- Workforce Diversity Certification
- Workforce Diversity Curriculum
- Workforce Diversity Management

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Table of Contents

Dedication

Preface

Acknowledgment

Section 1

Workforce Diversity Programs

Chapter 1
Exploring the Impact of an Online Diversity Course for the Professional Development of Faculty and Staff
Marlo Goldstein Hode, PhD, University of Missouri, USA
Elizabeth Behm-Morawitz, PhD, University of Missouri, USA

Chapter 2
Implementing Black Male Initiative Programs: A Model for Promoting African-American Male Success at a Metropolitan University
MeShawn Corley, University of Central Oklahoma, USA
Stevia Johnson, University of Central Oklahoma, USA
Myron L. Pope, EdD, University of Central Oklahoma, USA

Chapter 3
Black Student-Faculty Mentorship Programs: A Means to Increase Workforce Diversity in the Professoriate
Shavonne R. Shorter, PhD, Bloomsburg University, USA

Chapter 4
The Diverse Voices Conference: Expanding Diversity Education Beyond the Classroom
Chaunda L. Scott, EdD, Oakland University, USA

Section 2

Workforce Diversity Curriculum, Teaching, and Instruction

Chapter 6
Using Narrative and Team-Teaching to Address Teaching About Racial Dynamics
Stephen Brookfield, PhD, St. Thomas University, USA

Chapter 7
Workforce Diversity Curriculum Design Considerations for Diversity Certificates and Study Abroad Experiences
Atoya Sims, University of Central Oklahoma, USA

Chapter 8
Developing an Intergroup Communication Intervention Curriculum: Enhancing Workforce Skills across Generations
Kate Maqasam-Conrad, Bowling Green State University, USA
Jeanette M. Dillon, Bowling Green State University, USA
Lisa K. Hanasono, Bowling Green State University, USA
Paul Valdez, Bowling Green State University, USA

Chapter 9
A Perspective on How Counseling Curricula Can Enhance Workforce Diversity Practices
Jennifer J. Matthews, Oakland University, USA

Chapter 10
Developing a Social Justice-Oriented Workforce Diversity Concentration in Human Relations Academic Programs
Marilyn Y. Byrd, University of Oklahoma, USA
Brenda Lloyd-Jones, University of Oklahoma, USA

Chapter 11
Organizational Socialization and Workplace Diversity: The Case for Experiential Learning
Dini Massad Homsey, PhD, University of Central Oklahoma, USA

Section 3

Future Direction for Workforce Diversity in Higher Education

Chapter 12
Tracing the Impact of Higher Education to Advance Workplace Diversity
Catherine L. Langford, PhD, Texas Tech University, USA

Chapter 13
TiPs to Maximize Meaningful Professional Development Programs and Initiatives: A Case Study in Theoretically Grounded Diversity Education
Stephanie L. Sanders, PhD, Old Dominion University, USA
Mark P. Orbe, PhD, Western Michigan University, USA

Chapter 14
Utilizing Virtual Technology as a Tool to Enhance Workforce Diversity Learning
Bertie M. Greer, PhD, Northern Kentucky University, USA
Denise J. Luethge, PhD, Northern Kentucky University, USA
Gil Robinson, PhD, University of East London, UK

Chapter 15
Beyond Handicap, Pity, and Inspiration: Disability and Diversity in Workforce Development Education and Practice
Hannah Rudstam, Cornell University, USA
Thomas Golden, Cornell University, USA
Susanne Bruyere, Cornell University, USA
Sara Voy Lacy, Cornell University, USA
Wendy Strobel Gower, Cornell University, USA

Chapter 16
Diversity in Undergraduate Medical Education: An Examination of Organizational Culture and Climate in Medical Schools
Laura Castillo-Page, Association of American Medical College, USA
Jennifer Eliason, Association of American Medical College, USA
Sarah S. Conrad, Association of American Medical College, USA
Marc A. Nivel, Association of American Medical College, USA

Chapter 17
A Future Direction for Integrating Workforce Diversity across the Curriculum: A Case Study of Strategic Planning, Interdisciplinary Research and Co-Teaching
Roxana Maiorescu, Emerson College, USA
Mary Eberhardinger, Emerson College, USA

Compilation of References

About the Contributors

Index
Dr. Chaunda L. Scott earned an Ed.D. in adult education/organizational leadership with a focus in diversity education from Teachers College/Columbia University in New York City, New York and a Ed.M. in administration, planning and social policy from the Harvard Graduate School of Education in Cambridge, Massachusetts. She is currently a tenured associate professor and graduate coordinator of the master of training and development program in the department of organizational leadership housed in the School of Education and Human Services at Oakland University in Rochester, Michigan. She also serves as the diversity and inclusion specialist in the School. In the department of organizational leadership she teaches undergraduate and graduate courses focused in the areas of workforce diversity, human resource development, organizational leadership and training and development. She has also published several national and international scholarly articles, book chapters, co-edited books and a book review and is a recipient of an Academy of Human Resource Development's prominent Cutting Edge Research Award. In 2013, Dr. Scott was named as one of the Top 25 Education Professors in Michigan by Online Schools Michigan. Most notable in 2015, she was granted a prestigious Fulbright Specialist Award that took her to Cape Town, South Africa to engage in scholarly diversity education activities in the area of academic staff development. She also received the Educator of the Year Award in 2015 from the Niagara Foundation—Michigan Chapter for her work in the area of diversity education.

Dr. Jeanetta D. Sims is an associate professor and transformative learning scholar in the Marketing Department of the College of Business at the University of Central Oklahoma where she teaches classes in communication and marketing. She is accredited in public relations. Her program of research includes strategic communication, workforce diversity, and persuasion and social influence. She has received university and national awards for her teaching (2014, 2012, and 2009) and for her scholarship through winning top paper awards at national and international conferences in 2013, 2012, 2010, 2009, 2008, and 2006. Her collaborative philosophy and approach to teaching is featured in a university TeTalk, which was completed for the UCO Center for Excellence in Transformative Teaching and Learning. Since joining UCO in 2007, Dr. Sims has founded and cultivated a robust, primarily undergraduate research program called Diverse Student Scholars, where she has mentored more than 20 funded student grants, supervised more than 40 student research experiences, presented more than 65 conference presentations with students, and published more than 10 proceedings and journal publications with student coauthors. She is the Business Section Editor for the Oklahoma Journal of Undergraduate Research. She serves nationally in elected or appointed positions for the National Communication Association Black Caucus and African American Communication and Culture Division, the Marketing Management Association, and the North American Management Society. Her co-authored research appears in multiple book chapters along with the Journal of Communication, Journal of Public Relations Research, Communication Monographs, Communication Research, Human Communication Research, Corporate Reputation Review, Western Journal of Communication, Atlantic Marketing Journal, Florida Communication Journal, and Council on Undergraduate Research Quarterly.