Psychology 992  
Diversity in Organizations  
Spring 2016

Instructor: Frederick Leong  
Office: Psychology 136A, Tel: 353-9925, fleong@msu.edu  
Class meeting: Tuesdays, 1:50-4:40 pm, Psychology room 325  
Office hours: Tuesdays 1:00 am-1:45 pm or by appointment

The primary objective of the course is to familiarize you with the theoretical and empirical literature on the effects of diversity on organizational and individual outcomes. While there is a substantial body of research on individual differences, our focus is not on all forms of diversity, but on the demographic differences of most interest to US organizations currently, namely cultural, gender, and age diversity.

Further, while there is a substantial body of research in social psychology on stereotyping, prejudice, discrimination, etc., we will only examine that literature briefly at an overview level, and concentrate our focus on research purported to directly assess issues related to diversity in work settings. There is also a great deal of conceptual work and practical advice on the management of diversity in organizations – while of interest and informative, in the current course, we will focus only limited attention to these aspects.

As a psychology course, the focus will be on the psychological processes by which demographic differences affect work attitudes and behavior – studies that simply examine demographics as linked to organization level outcomes are often more sociological than psychological in nature. We will attempt to retain a focus on psychological processes.

There are many ways to approach the literature on diversity in organizations. The first class will provide some illustrations of the issues surrounding organizing the literature for study, and provide a framework that we will use for evaluation of the literature throughout the course.

There are three major course requirements: (a) active leadership of class discussions, participation in exercises and completion of homework assignments, (b) one formal class presentation on a topic related to diversity in organizations (e.g., stereotype threat in performance evaluations, test bias in selection, etc), and (c) one term paper consisting of a research proposal to study a specific issue or problem in diversity in organizations.

As this is a seminar, active class participation includes leading class discussions on one of the assigned readings (more details will be provided in class). The formal class presentations should last about 15-20 minutes (including 2-3 minutes at the end for questions and discussion). The actual amount of time allotted to each presenter will depend on the actual number of students enrolled in the course. Presenters are also expected to provide a brief 2-3 page summary as a handout for class members. The schedule for class presentations will be arranged during the first few class meetings. There will be weekly group discussions as you formulate your research proposal term paper.

**Grading:**  
Participation 20%  
Presentation 30%  
Research Proposal 50%
Readings are available in D2L.

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<td>Jan 19</td>
<td>Social categorization and social identity</td>
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<td>Stereotyping</td>
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<td>Feb 2</td>
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<td>April 26</td>
<td>Training and diversity-related interventions; diversity climate</td>
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Hard copy of research proposals due on **April 12** at 9 AM in Instructor’s mailbox; in addition an electronic copy should be emailed to fleong@msu.edu
Readings

Week 2, Jan 19: Social identity, social categorization


Week 3, Jan 26: Stereotyping

Eagly, A.H. & Steffen, V. J. (1984) Gender stereotypes stem from the distribution of women and men into social roles. JPSP, 46, 735-754. Reprinted in Stangor. (6, 7)


Week 4, Feb 2: Stereotyping in organizational literature


**Week 5, Feb 9: Prejudice and discrimination**


Crocker, J., Voekkl, K., Testa, M. & Major, B. 1991 Social stigma: the affective consequences of attributional ambiguity *JPSP, 60,* 218-228. (8, 9)

**Week 6, Feb 16: Discrimination in organizational settings**


Week 7, Feb 23: Harassment and Bullying


Week 8, Mar 1: Diversity in Universities


Week 9, SPING BREAK

Week 10, Mar 15: Theories and Methods


Garib, G. (2013). Diversity is in the eye of the beholder: Diversity perceptions of managers. The Psychologist Manager Journal, 16(1), 18-32. (3, 4)

Week 11, Mar 22: Group behavior/outcomes and teams


Week 12, Mar 29: Individual Work attitudes

Riordan, C. M. (2000). Relational demography within groups: past developments, contradictions, and new directions. Research in Personnel and Human Resources Management, 19, 131-173. (1, 2)


Riordan, C. M. & Shore, L.M. (1997). Demographic diversity and employee attitudes: an empirical examination of relational demography within work units. JAP 342-358 (3, 4)


**Week 13, April 5: Individual behavior/outcomes**


**Week 14, April 12: Staffing**


**Week 15, April 19: Dyadic relations**


**Week 16, April 26: Diversity Training & Interventions to reduce discrimination**


