Gender Issues in the Workplace (LER 590GI)
School of Labor & Employment Relations
University of Illinois at Urbana-Champaign
Spring 2017
Tuesday in LER 35 from 11:00am – 1:50pm

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<tr>
<th>Instructor</th>
<th>Office Phone</th>
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<tr>
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<td>Assistant Professor</td>
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Course Description and Objectives
Despite public and organizational policies for fair and equal treatment for employees in the workplace, both men and women still confront existing and newly emerging challenges at work. For an HR professional, it is quite complex and difficult to address sex and gender issues at work as they are often subtle and intricately related to various individual, organizational, legal, societal, and cultural aspects. Thus, for those who will be in HR positions, it is crucial to understand a range of sex and gender issues at work from diverse perspectives and critically think and discuss how to better manage women and men in organizations.

Throughout the course, students will read a mix of book chapters and journal articles on various topics. Example sex and gender issues include but are not limited to: stereotypes, selection & employment decisions, workplace discrimination, gendered organizational injustice, power & relationships, leadership & leadership development, and career and well-being. In-class activities will include small-group debates and discussions, case analyses, individual exercises, and etc. Students will also conduct a team-based learning project designed to facilitate in-depth understandings of a workplace issue that the team selects, and critically think possible ways to address the issue in organizations. By fulfilling the course requirements successfully, students will gain knowledge of the literatures to understand the nature of gender issues at work from various perspectives, as well as practical insights as to how to manage and address gender issues in organizations.

Course Requirements & Grading (TBD)

Course Schedule

Each weekly reading assignments will be uploaded on Compass.

Week 1: 1/17
- Course introduction

Week 2: 1/24
- Three approaches to understanding gender and sex differences
- Gender stereotypes


Week 3: 1/31
- Benevolent and hostile sexism at work
- Making employment decisions
• **Case Study** (job offer and accept decisions)


**Week 4: 2/7**

- Sex/gender discrimination at work
- Legal framework for sex & gender discrimination in the U.S.
- **Case Study** (anti-male discrimination)


**Week 5: 2/14**

- Workplace sexual harassment
- **Case study** (sexual harassment in the U.S. Military)


**Week 6: 2/21**

- Physical attractiveness & interpersonal relationships at work
- Gender differences in organizational justice rules and perceptions


**Week 7: 2/28**

- **Exam I**

**Week 8: 3/7**

- Power and relationships at work
  - Same sex harassment (Male-to-male sexual harassment case)
  - Micro aggression toward women in the workplace

**Week 9: 3/14**

- Career issues for women and men & Mentoring
- Work-life balance issues of women and men
- **Case study** (mentoring program in medical field)

**Spring Break (3/18-3/26)**

**Week 10: 3/28**

- Gender, leadership, and leadership development

Week 11: 4/4
- Managing diversity at work
- Approaches to developing gender-inclusive organizations


Week 12: 4/11
- A topic selected by students (TBD)

Week 13: 4/18
- Exam II.

Week 14: 4/25
- Group meeting for project

Week 15: 5/2
- Group presentations

*This schedule and topic is subject to change due to unexpected constraints or events.*