Course Title:
Women, Work, and the Family

Course Number:
HR 5713-101

Course Description:
This course is a creative exploration of the dynamics of women’s issues in both the family and the workplace. We will study the societal conditioning creating the “superwoman,” our mother-blaming society, balancing roles, the time bind of home and work, discrimination in the workplace, gender expectations of women's and men's roles in the family and workplace, and companies that care for and about women and families. Exploration will include strategies for innovative planned change.

Class Dates, Location and Hours:
Dates: October 7-9 & 14-16, 2011
Location: OCCE, Norman, Oklahoma. Classes are held in the Thurman White Forum Building of OCCE, 1704 Asp Avenue.
Hours: Fri 5:30-9:30 p.m.; Sat 8:30 a.m.-4:30 p.m.; Sun 1:00-5:00 p.m.
Last day to enroll or drop without penalty: September 8, 2011

Site Director:
Cathy Yeaman. Assistant: Jan Plavchak. Phone: 405-325-3333; Fax: 405-325-9148; email: apnorman@ou.edu

Professor Contact Information:
Course Professor: Jody Anderson, Ph.D.
Mailing Address: 3131 S. Madison Avenue,
Tulsa, OK 74105
Telephone Number: 918-381-0580
E-mail Address: jodyand@me.com (Do not use OU email address)
Professor availability: The professor will be available via e-mail to students before and after the class sessions. On-site office hours are half an hour before and after each class session, by appointment.

Textbook(s) and Instructional Materials:
Student materials are available at the Follett/AP Bookstore located in the Oklahoma Memorial Union, 900 Asp Ave., Norman, OK. Orders can be placed online at www.oklahomaunion.bkstr.com or by telephone at 866-369-9713 (toll free in the U.S.) or 405-325-5960 (outside the U.S.). E-mail orders may be sent to oklahomaunion@bkstr.com. Representatives are available from 8 a.m. to 6 p.m. CST Monday through Thursday and 8 a.m. to 5 p.m. CST on Friday. Summer hours: 8 a.m. to 4 p.m. CST. Faxed orders may be placed 24 hours a day to 866-223-5607 (toll free in the U.S.) or 405-325-1557 (outside the U.S.).
1. Crittenden, A. (2010). The price of motherhood: Why the most important job in the world is still the least valued. New York: Picador. ISBN 9780312655402. (Text prices are available online.)
Note: The Follett/AP Bookstore is the Advanced Programs contractual textbook provider. Should text changes become necessary after publication of the course syllabus, Advanced Programs will facilitate text returns/refunds only for texts purchased through the Follett/AP Bookstore.

Course Objectives:

- To understand women’s roles in balancing work and family life.
- To develop strategies for managing the “second shift”, the time spent working at home after the workday.
- To discover ways to challenge companies to go beyond family friendly policies and make more systemic changes.
- To understand the societal pressures that created the “superwoman.”
- To develop strategies for managing sexual harassment in the workplace.
- To create an individual plan for managing the numerous roles one faces at home and at work.

Course Outline:

Fri, Oct 7 - Superwoman and Juggling Roles
   Working Mother Debate
Sat, Oct 8 - Discussion of The Second Shift
   The Mother Blaming Society
   Women in American Life: 1861-1880
Sun, Oct 9 - How to Be Taken Seriously in the Workplace
   Leadership and the Feminine
   Women in American Life: 1880-1920
Fri, Oct 14 - Discussion of The Price of Motherhood
   Knowing Ourselves in the Workplace: Assessments
   The Corporate Culture Assessment
   Women in American Life: 1917-1942
Sat, Oct 15 - Sexual Harassment in the Workplace
   Managing Anger and Handling Conflict
   Companies That Care About Women and Families
   Women in American Life: 1942-1946
Sun, Oct 16 - Self Empowerment for Women
   Women in American Life: 1955-1977
   Powerful Women Who Have Made a Difference

Assignments, Grading and Due Dates:

All papers are due as indicated. Late papers will lose 50% of the assigned value.

1. Reaction Paper (Due Sunday of 1st weekend) 15 points. After reading The Second Shift answer the following questions in a paper approximately 3-4 pages:
   a. What are your gender strategies, your plan of action to solve the problem of “the second shift?”
   b. What group do you identify with the most? Traditional, transitional, egalitarian?
   c. If you are living with someone, what are your partner’s gender strategies?
   d. What group do they most identify with? (If you are not living with someone, discuss the above question about your parents or children or someone you know.)
   e. What is going to be the result/consequence of the Superwoman Syndrome?
2. Summary Paper (Due Friday of the 2nd weekend) 15 points
   a. Using the book The Price of Motherhood, take the title of each chapter and turn it into a question.
   b. Answer each question in approximately 1/2 page.
   c. There are 14 chapters. Example: Chapter 1 is "Where We Are Now." Turn it into "Where Are We Now?", and answer the question.

3. Women/Family Friendly Companies (Due Sunday of 2nd weekend) 30 points
   a. Select a company/agency/organization and either locate information from the company or on the internet.
   b. Your own company or a local company/organization can be used.
   c. Analyze the company for policies/procedures that accommodate women’s issues and family needs in the workplace.
   d. Discuss your findings in a brief (3-4 pages) paper.

4. Research Paper (Due Monday, October 24) 40 points
   a. The paper will follow the format of the comprehensive exam in order to prepare you for the exam at the end of your program.
   b. It will be 10-12 pages in length with at least 10 references and follow APA format using scholarly references.
   c. You will select your topic relating to women, work and family with approval from the instructor.
   d. Please call or email me as soon as you enroll to have your topic approved so you can start to work on the paper.

Grading: This is a letter-graded course: A, B, C, D, or F. A grade of A (90% or more) indicates superior work. A grade of B (80 to 89%) indicates acceptable graduate-level work. A grade of C (70 to 79%) or D (60 to 69%) indicates that you have fallen short of the expectations for a graduate student. A grade of F (59% or less) indicates that you have not demonstrated sufficient understanding to pass the course.

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<thead>
<tr>
<th>Assignment</th>
<th>Due Date</th>
<th>% of Grade</th>
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<tbody>
<tr>
<td>Reaction Paper on Second Shift</td>
<td>October 9</td>
<td>15 %</td>
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<tr>
<td>Summary Paper on Motherhood</td>
<td>October 14</td>
<td>15 %</td>
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<tr>
<td>Women/Family Friendly Companies</td>
<td>October 16</td>
<td>15 %</td>
</tr>
<tr>
<td>Research Paper</td>
<td>October 24</td>
<td>40 %</td>
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NOTICE: Failure to meet assignment due dates could result in a grade of I (Incomplete) and may adversely impact Tuition Assistance and/or Financial Aid.
POLICIES AND NOTICES

Attendance/Grade Policy
Attendance and participation in interaction, individual assignments, group exercises, simulations, role playing, etc. are valuable aspects of any course because much of the learning comes from discussions in class with other students. It is expected that you attend all classes and be on time except for excused emergencies.

Excused absences are given for professor mandated activities or legally required activities such as emergencies or military assignments. Unavoidable personal emergencies, including (but not limited to) serious illness; delays in getting to class because of accidents, etc.; deaths and funerals, and hazardous road conditions will be excused.

If you are obtaining financial assistance (TA, STAP, FA, VA, Scholarship, etc.) to pay all or part of your tuition cost, you must follow your funding agency/institution’s policy regarding “I” (Incomplete) grades unless the timeline is longer than what the University policy allows then you must adhere to the University policy.

Students who receive Financial Aid must resolve/complete any “I” (Incomplete) grades by the end of the term or he/she may be placed on “financial aid probation.” If the “I” grade is not resolved/completed by the end of the following term, the student’s Financial Aid may be suspended make the student ineligible for further Financial Aid.

Students are responsible for meeting the guidelines of Tuition Assistance and Veterans Assistance. See the education counselor at your local education center for a complete description of your TA or VA requirements.

Academic Honesty
Honesty is a fundamental precept in all academic activities and … [you] have a special obligation to observe the highest standards of honesty. Academic misconduct in any form is inimical to the purposes and functions of the University and is therefore unacceptable and is rigorously proscribed. Academic misconduct includes:

- cheating (using unauthorized materials, information, or study aids in any academic exercise), plagiarism, falsification of records, unauthorized possession of examinations, intimidation, and any and all other actions that may improperly affect the evaluation of a student’s academic performance or achievement; assisting others in any such act; or attempting to engage in such acts.

All acts of academic misconduct will be reported and adjudicated as prescribed by the student code of the University of Oklahoma. All students should review the “Student’s Guide to Academic Integrity” found at http://www.ou.edu/provost/integrity

Accommodation Statement
The College of Continuing Education [Advanced Programs] is committed to making its activities as accessible as possible. For accommodations on the basis of disability, please contact your OU Site Director.

Course Policies
Advanced Programs policy is to order books in paperback if available. Courses, dates, and professors are subject to change. Please check with your OU Site Director. Students should retain a copy of any assignments that are mailed to the professor for the course.

Copyright
Any and all course materials, syllabus, lessons, lectures, etc. are the property of professor teaching the course and the Board of Regents of the University of Oklahoma and are protected under applicable copyright.

For more information about Advanced Programs, visit our website at: http://www.goou.ou.edu/
INSTRUCTOR VITA
Jody Anderson, Ph.D.

Education

- 1975 Ph.D. Special Education/Administration, The University of Texas at Austin
- 1969 M.A. Counseling and Student Personnel Services, Michigan State University
- 1965 B.S. Education, Oklahoma State University

Current Positions

- Professor Emeritus, Department of Human Relations
- Licensed Professional Counselor (presently inactive);
- Seminar/workshop leader;
- Advanced Programs Professor since 1990

Frequently Taught Advanced Programs Courses

- HR 5093 Introduction to Graduate Studies in Human Relations
- HR 5083 Group Dynamics
- HR 5443 Adolescent Issues in Human Relations
- HR 5100 Counseling Skills
- HR 5473 Women and Mental Health
- HR 5543 Counseling Diverse Populations
- HR 5713 Women, Work, and the Family
- HR 5113 Solution Focused Brief Therapy
- HR 5100 Counseling Approaches
- HR 5573 Personality Disorders

Major Areas of Teaching and Research Interest

- Cultural diversity in the workplace
- Stress management
- American Indian culture and spirituality
- The body-mind connection
- Archetypes and the collective unconscious
- Ancient wisdom teachings

Representative Publications and Presentations

- Emotional Intelligence
- Silencing our Daughters: Societal Effects on Female Adolescent Development
- Stress Management Techniques for Head Start Parents
- The Media’s Portrayal of Women in Advertising
- Renew Yourself through Service Oriented Adventures
- Journal of a Dying Patient
- Enhancing Mother Daughter Relationships
- Leadership Diversity in Women
- Differentiated Learning Abilities: Low Risk and High Risk
- Client Centered Counseling

Major Professional Affiliations

- Licensed Professional Counselor (inactive)
- National Board of Certified Counselors