SOCI 3800.900: SOCIOLOGY OF WORK

FALL 2022

Instructor Contact

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**Office Location: Sycamore 288W**

**Office Hours: Mondays & Wednesday 1pm-1:30pm or by appointment; Zoom available by appointment**

# **Email: Helen.Potts@unt.edu**

**Communication Expectations:** While I want to make myself as available as possible to each of you, I do have to place some limitations on when I can be contacted. My goal is to take weekends and holidays off from email. If you have a question, please contact me via email and I will respond within 48 hours on weekdays (usually sooner). Please do not expect a response over the weekend or holidays.

Normally, I will return feedback on all written assignments within 1 week of the due date. However, if I see that I will be unable to return your feedback that quickly I will post an

Announcement to let everyone know when it can be expected. You can expect to see me or our TA participate in the discussion board after all student original posts have been posted.

If you have questions about proper netiquette please look here: [https://clear.unt.edu/onlinecommunication-tips](https://clear.unt.edu/online-communication-tips) .

Welcome to UNT!

As members of the UNT community, we have all made a commitment to be part of an institution that respects and values the identities of the students and employees with whom we interact. UNT does not tolerate identity-based discrimination, harassment, and retaliation. UNT’s full Non-Discrimination Policy can be found in the UNT Policies section of the syllabus.

# Course Description

Sociology of Work is a 3 hour course that covers social behavior and performance in the workplace beginning at the emergence of the industrial revolution through current workplace arrangements (e.g., work teams). Special topics covered include discrimination in the workplace (e.g., race, age, and gender), the relationship between work and family, work alienation, welfare and work, women and work, and unions. This course has implications for counselors, managers, union organizers, city planners and policy makers. There are four modules in this course spanning 16 weeks of the semester.

Course Prerequisites or Other Restrictions

There are no required prerequisites for this course. However, in order to be successful in this course you will need to:

* Describe and apply the sociological theories discussed in the text
* Cite sources, giving credit to where you obtain information.
* Network with others and utilize tact when offered differing perspectives.
* Make the commitment to spend at least 3 hours a week reading the assignments, reflecting on the material covered, and participating in other activities throughout the course.

# Course Objectives

By the end of the course, students will be able to:

1. Apply sociological theories related to workplace issues.
2. Identify demographic trends in work.
3. Demonstrate an understanding of the interrelationship between sociological theory and examples of workplace environments and issues.
4. Critique trends in current workplace environments.

# Required Materials

Wharton, A. (2015). *Working in America: Continuity, conflict, and change in a new economic era* (4th ed.). Boulder, CO: Paradigm Publishers. ISBN: 978-1612057323

Teaching Philosophy

Students will be responsible for keeping up with the readings (both the text and module summaries). Students should feel welcomed to reach out if they do not understand topics or feel lost. It is always best to reach out early on as topics tend to build upon themselves throughout the course. I am happy to meet with students at a time that works best for them and I care about your success and participation in the course. Please stay aware of the deadlines and due dates

given in the course. Based upon the format of this course, students are expected to work at their own pace and maintain a high level of personal responsibility.

# Course Technology & Skills

## Minimum Technology Requirements

Below is a list of the minimum technology requirements for students:

* Computer
* Reliable internet access
* Microsoft Office Suite
* [Canvas Technical Requirements](https://clear.unt.edu/supported-technologies/canvas/requirements) (https://clear.unt.edu/supportedtechnologies/canvas/requirements)

## Computer Skills & Digital Literacy

Below is a list of course-specific technical skills learners must have to succeed in the course:

* Using Canvas
* Using email with attachments

## Technical Assistance

Part of working in the online environment involves dealing with the inconveniences and frustration that can arise when technology breaks down or does not perform as expected. Here at UNT we have a Student Help Desk that you can contact for help with Canvas or other technology issues.

**UIT Help Desk**: [UIT Student Help Desk site](http://www.unt.edu/helpdesk/index.htm) (http://www.unt.edu/helpdesk/index.htm)

**Email**: helpdesk@unt.edu

**Phone**: 940-565-2324

**In Person**: Sage Hall, Room 130 **Walk-In Availability**: 8am-9pm **Telephone Availability**:

* Sunday: noon-midnight
* Monday-Thursday: 8am-midnight
* Friday: 8am-8pm
* Saturday: 9am-5pm

### Laptop Checkout: 8am-7pm

For additional support, visit [Canvas Technical Help](https://community.canvaslms.com/docs/DOC-10554-4212710328) (https://community.canvaslms.com/docs/DOC10554-4212710328)

## Rules of Engagement

Rules of engagement refer to the way students are expected to interact with each other and with their instructors. Here are some general guidelines:

* While the freedom to express yourself is a fundamental human right, any communication that utilizes cruel and derogatory language on the basis of race, color, national origin, religion, sex, sexual orientation, gender identity, gender expression, age, disability, genetic information, veteran status, or any other characteristic protected under applicable federal or state law will not be tolerated.
* Treat your instructor and classmates with respect in any communication online or face-to-face, even when their opinion differs from your own.
* Ask for and use the correct name and pronouns for your instructor and classmates.
* Speak from personal experiences. Use “I” statements to share thoughts and feelings. Try not to speak on behalf of groups or other individual’s experiences.
* Use your critical thinking skills to challenge other people’s ideas, instead of attacking individuals.
* Avoid using all caps while communicating digitally. This may be interpreted as “YELLING!”
* Be cautious when using humor or sarcasm in emails or discussion posts as tone can be difficult to interpret digitally.
* Avoid using “text-talk” unless explicitly permitted by your instructor.
* Proofread and fact-check your sources.
* Keep in mind that online posts can be permanent, so think first before you type.

See these [Engagement Guidelines](https://clear.unt.edu/online-communication-tips) (https://clear.unt.edu/online-communication-tips) for more information.

# Course Requirements

***Number of: Points per: Total Points:***

|  |  |  |  |
| --- | --- | --- | --- |
| ***Exams*** | 4 (1 per module) | 100 | 400 |
| ***Article Quizzes*** | 18 (1 per article) | 3 | 54 |
| ***Module 1 Assignment*** | 1 | 50 | 50 |
| ***Module 2 Assignment*** | N/A | N/A | N/A |
| ***Module 3 Assignment*** | 1 | 50 | 50 |
| ***Module 4 Assignment***  ***\*EXTRA CREDIT\**** | \*1\* | \*10\* | \*10\* |
| ***TOTAL*** |  |  | 554 |

# Grading Scale

|  |  |  |
| --- | --- | --- |
| ***Letter Grade:*** | **Point Range:** | **Percentage Range:** |
| ***A*** | **498-554** | **90-100%** |
| ***B*** | **443-497** | **80-89%** |
| ***C*** | **387-442** | **70-79%** |
| ***D*** | **332-386** | **60-69%** |
| ***F*** | **331 or below** | **59% or below** |

# Course Due Dates

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **MODULE** | **ARTICLES IN MODULE** | **ASSIGNMENTS IN MODULE** | **POINTS** | **DUE DATE** |
| 1 | 1: Marx | 1. Article Quizzes: 1 2 3 4 6 2. Module 1 Assignment:   McDonald's Observation Paper c. Module 1 Exam | 1. 15 2. 50 3. 100 | Mon., Oct. 24th by 11:59pm |
| 2: Weber |
| 3: Taylor |
| 4: Braverman |
| 6: Leidner |
| 2 | 7: Crowley et. al. | 1. Article Quizzes: 7 8 9 10 2. Module 2 Exam | 1. 12 2. 100 | Mon., Oct. 24th by 11:59pm |
| 8: Arabandi |
| 9: Smith |
| 10: Hochschild |
| 3 | 11: MacDonald | 1. Article Quizzes: 11 12 13 14 16 2. Module 3 Assignment:   Nail or Nordstrom Observation Paper *\*\*DUE Nov.21st by 11:59pm\*\** c. Module 3 Exam | 1. 15 2. 50 3. 100 | Wed., Dec. 14th by 11:59pm |
| 12: Desmond |
| 13: Kang |
| 14: Maroto |
| 16: Williams & Connell |
| 4 | 18: Wingfield | 1. Article Quizzes: 18 19 20 21 2. Module 4 Assignment: *EXTRA*   *CREDIT*\*  Advertisement Discussion  c. Module 4 Exam | 1. 12 2. \*10\* 3. 100 | Wed., Dec. 14th by 11:59pm |
| 19: Tilcsik |
| 20: Hagan et. al. |
| 21: Haveman & Beresford |
|  |  | **COURSE TOTAL POINTS** | **554** |  |

# Course Evaluation

Student Perceptions of Teaching (SPOT) is the student evaluation system for UNT and allows students the ability to confidentially provide constructive feedback to their instructor and department to improve the quality of student experiences in the course.

# Course Policies

## Attendance

Students are expected to attend class meetings regularly and to abide by the attendance policy established for the course. It is important that you communicate with the professor and the instructional team prior to being absent, so you, the professor, and the instructional team can discuss and mitigate the impact of the absence on your attainment of course learning goals. Please inform the professor and instructional team if you are unable to attend class meetings because you are ill, in mindfulness of the health and safety of everyone in our community.

# Class Participation

Students are required to login regularly to the online class site. The instructor will use the tracking feature in Canvas to monitor student activity. Students are also required to participate in all class activities such as discussion board, assignments, quizzes, and exams.

# Late Work

**No late work will be acceptable.** There are no makeup exams or assignments for late work that is not university excused.

# Examination Policy

All quizzes, assignments, and exams are open book and **must be completed individually**. **There are no makeup exams or assignments for late work** that is not university excused. If a student loses internet connection during an exam please follow the policy above. Students are advised to contact the Student Helpdesk and document the remedy ticket number before contacting the professor.

# Assignment Policy

All due dates can be found above, under the section Due Dates for Course Requirements. Please submit all assignments in either Word or PDF format.

The University is committed to providing a reliable online course system to all users. However, in the event of any unexpected server outage or any unusual technical difficulty which prevents students from completing a time sensitive assessment activity, the instructor will extend the time windows and provide an appropriate accommodation based on the situation. Students should immediately report any problems to the instructor and contact the UNT Student Help Desk: helpdesk@unt.edu or 940.565.2324 and obtain a ticket number. The instructor and the UNT Student Help Desk will work with the student to resolve any issues at the earliest possible time.

# Instructor Responsibilities and Feedback

My goal in the course is to assist you digesting the material and applying a sociological lens to the subject matter. I am also responsible for providing clear instructions for assignments, answering questions about assignments, identifying additional resources as necessary, providing grading rubrics, reviewing and updating course content;

• Students can expect a response to emails within 48 hours during the weekday, no emails will be answered over the weekend. All grades and feedback on assignments will be posted within a week after the given due date.

# Syllabus Change Policy

If changes are required to the syllabus, students will be made aware by means of an announcement in Canvas. UNT Policies

## Academic Integrity Policy

Academic Integrity Standards and Consequences. According to UNT Policy 06.003, Student Academic Integrity, academic dishonesty occurs when students engage in behaviors including, but not limited to cheating, fabrication, facilitating academic dishonesty, forgery, plagiarism, and sabotage. A finding of academic dishonesty may result in a range of academic penalties or sanctions ranging from admonition to expulsion from the University. [Insert specific sanction or academic penalty for specific academic integrity violation.]

## ADA Policy

UNT makes reasonable academic accommodation for students with disabilities. Students seeking accommodation must first register with the Office of Disability Accommodation (ODA) to verify their eligibility. If a disability is verified, the ODA will provide a student with an accommodation letter to be delivered to faculty to begin a private discussion regarding one’s specific course needs. Students may request accommodations at any time, however, ODA notices of accommodation should be provided as early as possible in the semester to avoid any delay in implementation. Note that students must obtain a new letter of accommodation for every semester and must meet with each faculty member prior to implementation in each class. For additional information see the [ODA website (https://disability.unt.edu/)](https://disability.unt.edu/).

## Prohibition of Discrimination, Harassment, and Retaliation (Policy 16.004)

The University of North Texas (UNT) prohibits discrimination and harassment because of race, color, national origin, religion, sex, sexual orientation, gender identity, gender expression, age, disability, genetic information, veteran status, or any other characteristic protected under applicable federal or state law in its application and admission processes; educational programs and activities; employment policies, procedures, and processes; and university facilities. The University takes active measures to prevent such conduct and investigates and takes remedial action when appropriate.

## Emergency Notification & Procedures

UNT uses a system called Eagle Alert to quickly notify students with critical information in the event of an emergency (i.e., severe weather, campus closing, and health and public safety emergencies like chemical spills, fires, or violence). In the event of a university closure, please refer to Canvas for contingency plans for covering course materials.

## Retention of Student Records

Student records pertaining to this course are maintained in a secure location by the instructor of record. All records such as exams, answer sheets (with keys), and written papers submitted during the duration of the course are kept for at least one calendar year after course completion. Course work completed via the Canvas online system, including grading information and comments, is also stored in a safe electronic environment for one year. Students have the right to view their individual record; however, information about student’s records will not be divulged to other individuals without proper written consent. Students are encouraged to review the Public Information Policy and the Family Educational Rights and Privacy Act (FERPA) laws and the University’s policy. See UNT Policy 10.10, Records Management and Retention for additional information.

## Acceptable Student Behavior

Student behavior that interferes with an instructor’s ability to conduct a class or other students' opportunity to learn is unacceptable and disruptive and will not be tolerated in any instructional forum at UNT. Students engaging in unacceptable behavior will be directed to leave the classroom and the instructor may refer the student to the Dean of Students to consider whether the student's conduct violated the Code of Student Conduct. The University's expectations for student conduct apply to all instructional forums, including University and electronic classroom, labs, discussion groups, field trips, etc. Visit UNT’s [Code of Student Conduct](https://deanofstudents.unt.edu/conduct) (https://deanofstudents.unt.edu/conduct) to learn more.

## Access to Information - Eagle Connect

Students’ access point for business and academic services at UNT is located at: [my.unt.edu.](https://my.unt.edu/) All official communication from the University will be delivered to a student’s Eagle Connect account. For more information, please visit the website that explains Eagle Connect and how to forward e-mail [Eagle Connect](https://it.unt.edu/eagleconnect) (https://it.unt.edu/eagleconnect).

## Student Evaluation Administration Dates

Student feedback is important and an essential part of participation in this course. The student evaluation of instruction is a requirement for all organized classes at UNT. The survey will be made available during weeks 13, 14 and 15 [insert administration dates] of the long semesters to provide students with an opportunity to evaluate how this course is taught. Students will receive an email from "UNT SPOT Course Evaluations via IASystem Notification" (no-reply@iasystem.org) with the survey link. Students should look for the email in their UNT email inbox. Simply click on the link and complete the survey. Once students complete the survey they will receive a confirmation email that the survey has been submitted. For additional information, please visit the [SPOT website](http://spot.unt.edu/) (http://spot.unt.edu/) or email spot@unt.edu.

## Survivor Advocacy

UNT is committed to providing a safe learning environment free of all forms of sexual misconduct.

Federal laws and UNT policies prohibit discrimination on the basis of sex as well as sexual misconduct. If you or someone you know is experiencing sexual harassment, relationship violence, stalking and/or sexual assault, there are campus resources available to provide support and assistance. The Survivor Advocates can be reached at SurvivorAdvocate@unt.edu or by calling the Dean of Students Office at 940-5652648.

## Important Notice for F-1 Students taking Distance Education Courses

### Federal Regulation

To read detailed Immigration and Customs Enforcement regulations for F-1 students taking online courses, please go to the [Electronic Code of Federal Regulations website](http://www.ecfr.gov/) (http://www.ecfr.gov/). The specific portion concerning distance education courses is located at Title 8 CFR 214.2 Paragraph (f)(6)(i)(G).

The paragraph reads:

(G) For F-1 students enrolled in classes for credit or classroom hours, no more than the equivalent of one class or three credits per session, term, semester, trimester, or quarter may be counted toward the full course of study requirement if the class is taken on-line or through distance education and does not require the student's physical attendance for classes, examination or other purposes integral to completion of the class. An on-line or distance education course is a course that is offered principally through the use of television, audio, or computer transmission including open broadcast, closed circuit, cable, microwave, or satellite, audio conferencing, or computer conferencing. If the F-1 student's course of study is in a language study program, no on-line or distance education classes may be considered to count toward a student's full course of study requirement.

### University of North Texas Compliance

To comply with immigration regulations, an F-1 visa holder within the United States may need to engage in an on-campus experiential component for this course. This component (which must be approved in advance by the instructor) can include activities such as taking an on-campus exam, participating in an on-campus lecture or lab activity, or other on-campus experience integral to the completion of this course.

If such an on-campus activity is required, it is the student’s responsibility to do the following:

1. Submit a written request to the instructor for an on-campus experiential component within one week of the start of the course.
2. Ensure that the activity on campus takes place and the instructor documents it in writing with a notice sent to the International Student and Scholar Services Office. ISSS has a form available that you may use for this purpose.

Because the decision may have serious immigration consequences, if an F-1 student is unsure about his or her need to participate in an on-campus experiential component for this course, s/he should contact the UNT International Student and Scholar Services Office (telephone 940-565-2195 or email internationaladvising@unt.edu) to get clarification before the one-week deadline.

## Student Verification

UNT takes measures to protect the integrity of educational credentials awarded to students enrolled in distance education courses by verifying student identity, protecting student privacy, and notifying students of any special meeting times/locations or additional charges associated with student identity verification in distance education courses.

See [UNT Policy 07-002 Student Identity Verification, Privacy, and Notification and Distance Education Courses](https://policy.unt.edu/policy/07-002) (https://policy.unt.edu/policy/07-002).

## Use of Student Work

A student owns the copyright for all work (e.g. software, photographs, reports, presentations, and email postings) he or she creates within a class and the University is not entitled to use any student work without the student’s permission unless all of the following criteria are met:

* The work is used only once.
* The work is not used in its entirety.
* Use of the work does not affect any potential profits from the work.
* The student is not identified.
* The work is identified as student work.

If the use of the work does not meet all of the above criteria, then the University office or department using the work must obtain the student’s written permission.

Download the UNT System Permission, Waiver and Release Form

### Transmission and Recording of Student Images in Electronically-Delivered Courses

1. No permission is needed from a student for his or her image or voice to be transmitted live via videoconference or streaming media, but all students should be informed when courses are to be conducted using either method of delivery.
2. In the event an instructor records student presentations, he or she must obtain permission from the student using a signed release in order to use the recording for future classes in accordance with the Use of Student-Created Work guidelines above.
3. Instructors who video-record their class lectures with the intention of re-using some or all of recordings for future class offerings must notify students on the course syllabus if students' images may appear on video. Instructors are also advised to provide accommodation for students who do not wish to appear in class recordings.

Example: This course employs lecture capture technology to record class sessions. Students may occasionally appear on video. The lecture recordings will be available to you for study purposes and may also be reused in future course offerings.

No notification is needed if only audio and slide capture is used or if the video only records the instructor's image. However, the instructor is encouraged to let students know the recordings will be available to them for study purposes.

## Academic Support & Student Services

### Student Support Services

*Mental Health*

UNT provides mental health resources to students to help ensure there are numerous outlets to turn to that wholeheartedly care for and are there for students in need, regardless of the nature of an issue or its severity. Listed below are several resources on campus that can support your academic success and mental well-being:

* [Student Health and Wellness Center](https://studentaffairs.unt.edu/student-health-and-wellness-center) (https://studentaffairs.unt.edu/student-health-andwellness-center)
* [Counseling and Testing Services](https://studentaffairs.unt.edu/counseling-and-testing-services) (https://studentaffairs.unt.edu/counseling-and-testing-services)
* [UNT Care Team](https://studentaffairs.unt.edu/care) (https://studentaffairs.unt.edu/care)
* [UNT Psychiatric Services](https://studentaffairs.unt.edu/student-health-and-wellness-center/services/psychiatry) (https://studentaffairs.unt.edu/student-health-and-wellnesscenter/services/psychiatry)
* [Individual Counseling](https://studentaffairs.unt.edu/counseling-and-testing-services/services/individual-counseling) (https://studentaffairs.unt.edu/counseling-and-testingservices/services/individual-counseling)

*Chosen Names*

A chosen name is a name that a person goes by that may or may not match their legal name. If you have a chosen name that is different from your legal name and would like that to be used in class, please let the instructor know. Below is a list of resources for updating your chosen name at UNT.

* [UNT Records](https://registrar.unt.edu/transcripts-and-records/update-your-personal-information)
* [UNT ID Card](https://sfs.unt.edu/idcards)
* [UNT Email Address](https://sso.unt.edu/idp/profile/SAML2/Redirect/SSO;jsessionid=E4DCA43DF85E3B74B3E496CAB99D8FC6?execution=e1s1)
* [Legal Name](https://studentaffairs.unt.edu/student-legal-services)

*\*UNT euIDs cannot be changed at this time. The collaborating offices are working on a process to make this option accessible to UNT community members.*

*Pronouns*

Pronouns (she/her, they/them, he/him, etc.) are a public way for people to address you, much like your name, and can be shared with a name when making an introduction, both virtually and in-person. Just as we ask and don’t assume someone’s name, we should also ask and not assume someone’s pronouns.

You can [add your pronouns to your Canvas account](https://community.canvaslms.com/docs/DOC-18406-42121184808) so that they follow your name when posting to discussion boards, submitting assignments, etc.

Below is a list of additional resources regarding pronouns and their usage:

* [What are pronouns and why are they important?](https://www.mypronouns.org/what-and-why)
* [How do I use pronouns?](https://www.mypronouns.org/how)
* [How do I share my pronouns?](https://www.mypronouns.org/sharing) o [How do I ask for another person’s pronouns?](https://www.mypronouns.org/asking) o [How do I correct myself or others when the wrong pronoun is used?](https://www.mypronouns.org/mistakes)

*Additional Student Support Services*

* Registrar (https://registrar.unt.edu/registration)
* [Financial Aid](https://financialaid.unt.edu/) (https://financialaid.unt.edu/)
* [Student Legal Services](https://studentaffairs.unt.edu/student-legal-services) (https://studentaffairs.unt.edu/student-legal-services)
* [Career Center](https://studentaffairs.unt.edu/career-center) (https://studentaffairs.unt.edu/career-center)
* [Multicultural Center](https://edo.unt.edu/multicultural-center) (https://edo.unt.edu/multicultural-center)
* [Counseling and Testing Services](https://studentaffairs.unt.edu/counseling-and-testing-services) (https://studentaffairs.unt.edu/counseling-and-testing-services) • [Pride Alliance](https://edo.unt.edu/pridealliance) (https://edo.unt.edu/pridealliance)
* [UNT Food Pantry](https://deanofstudents.unt.edu/resources/food-pantry) (https://deanofstudents.unt.edu/resources/food-pantry)

### Academic Support Services

* [Academic Resource Center](https://clear.unt.edu/canvas/student-resources) (https://clear.unt.edu/canvas/student-resources)
* [Academic Success Center](https://success.unt.edu/asc) (https://success.unt.edu/asc)
* [UNT Libraries](https://library.unt.edu/) (https://library.unt.edu/)
* [Writing Lab (http://writingcenter.unt.edu/)](http://writingcenter.unt.edu/)