

Belonging in the Workplace, Minor

Visit the Organizational Leadership Department page (<https://www.uvu.edu/woodbury/organizational-leadership/>) for more information on the program and access to advising.

Program Description

The Belonging in the Workplace Minor provides theoretical foundations and evidence-based practices to create inclusive environments that foster growth and empowerment. It emphasizes insights and leadership skills to establish organizational cultures characterized by participative leadership where diverse perspectives are heard and valued, and communication is transparent and open. The minor introduces ways to mitigate workplace inequities, attract talented employees, and create an equitable, inclusive workplace environment where employees feel a sense of belonging and are enabled to make meaningful contributions. The minor aims to develop transformational leaders who understand the interrelationships between a diverse workforce, innovation, and performance.

Program Requirements

Code	Title	Credit Hours
Total Credit Hours		18
Required Courses		
MGMT 2030	Inclusive Leadership	3
MGMT 3500	Leadership Theory and Application	3
HR 3430	Introduction to Human Resource Management	3
COMM 2400	Organizational Communication	3
Electives (Choose 6 credit hours from the following. 3 credits must be upper division.)		6
COMM 3190G	Intercultural Communication Encounters	
SOC 1070G	Multicultural Societies	
CJ 2500G	Justice For All	
COMM 2070G	Introduction to Gender and Communication	
COMM 2110	Interpersonal Communication	
COMM 2170G	Race Class and Gender in U S Cinema	
COMM 2400	Organizational Communication	
COMM 3050	Theories of Communication	
COMM 3420	Communication and Conflict	
COMM 3320G	International Business Communication	
COMM 4120	Group Communication	
COMM 4170	Contemporary Issues in Organizational Communication	
COMM 4180	Communication and Social Behavior	
COMM 4250	Communication and Leadership	
ENGL 3790	Contemporary LGBTQ Literature	
ENGL 4760G	Multi-ethnic Literature in America	
HR 4700G	International Human Resource Management	
HIST 3732	U.S. History-Progressive Era to the 21st Century	
MGMT 1150R	Leading in a Complex World - Developing Leadership Character	
MGMT 3320G	Cross Cultural Communications for International Business	
PHIL 2900G	Marginalized Philosophies	
PSY 3460	Personality Theory	
PHIL 3160	Gender Values Knowledge and Reality	
PSY 2500G	Social Psychology	
PSY 3100	Psychology of Gender	
PSY 3530	Psychology of Interpersonal Relationships	
PSY 4800G	Cross-Cultural Psychology	
SOC 1070G	Multicultural Societies	
SOC 1020	Modern Social Problems	

SLSS 4020G	Global Professionalization
SOC 2370	Sociology of Gender
SOC 2630G	Race and Minority Relations
SOC 3700	Social Inequality
SOC 3400	Sociology of Religion
SOC 4400	Social Change
SOC 3510	Sociology of Work and Occupations

Graduation Requirements

1. Completion of 18 credits.
2. Residency hours -- minimum of 5 credit hours through course attendance at UVU.

Graduation Plan

This graduation plan is a sample plan and is intended to be a guide. Your specific plan may differ based on your Math and English placement and/or transfer credits applied. You are encouraged to meet with an advisor and set up an individualized graduation plan in Wolverine Track (<http://www.uvu.edu/wolverinetrack/>).

First Year

Semester 1		Credit Hours
HR 3430	Introduction to Human Resource Management	3
	Credit Hours	3
Semester 2		
MGMT 2030	Inclusive Leadership	3
	Credit Hours	3

Second Year

Semester 1		
MGMT 3500	Leadership Theory and Application	3
	Credit Hours	3
Semester 2		
COMM 2400	Organizational Communication	3
	Credit Hours	3

Third Year

Semester 1		
Elective courses chosen from approved list		3
	Credit Hours	3
Semester 2		
Elective courses chosen from approved list		3
	Credit Hours	3
	Total Credit Hours	18

Program Learning Outcomes

1. Investigate potential challenges to achieving diversity and inclusion and develop strategies to address them.
2. Differentiate between cultural misconceptions and evidence-based practice to devise strategies that foster workplace diversity and organizational effectiveness.
3. Evaluate methods for improving the effectiveness of groups and teams, broadening the range of talents, and utilizing diverse perspectives and skill sets.
4. Propose strategies to establish an inclusive workplace culture where employees feel a sense of belonging and are enabled to make meaningful contributions.

Compensation and benefits managers

- Total Positions 19,100
- Field Growth 2.1%
- Median Salary \$136,380
- Average Openings 1.3

Human resources managers

- Total Positions208,900
- Field Growth6.5%
- Median Salary\$136,350
- Average Openings17.4

Training and development managers

- Total Positions43,200
- Field Growth7.3%
- Median Salary\$125,040
- Average Openings3.6

Human resources specialists

- Total Positions933,700
- Field Growth7.9%
- Median Salary\$67,650
- Average Openings86.2

Business teachers, postsecondary

- Total Positions104,900
- Field Growth6.7%
- Median Salary\$97,130
- Average Openings8.7