

MGT 3755 - Managing Workplace Belonging

Summer 2026 Syllabus, Section A01, CRN 30914,

Credit hours: 3

Instructor

Joanna Forbes

Professional Qualifications:

Contact Information

Professor: Joanna Forbes, MS, SHRM-SCP

Professional Qualifications:

Senior Certified Professional, Society of Human Resource Management (SHRM)

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Communication Expectations: e-mails will be returned within 24 hours M-F

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Communication Expectations:

Within 24 hours M-F

Course Description

3755. Managing Workplace Belonging. This course examines the critical role of belonging in shaping effective workplace environments. Students will explore the changing demographics of the workforce, organizational practices that support belonging and strategies for creating equitable and engaging work cultures. The course also delves into leadership approaches to fostering belonging and the interplay between workplace practices and broader institutional systems. Prereq.: 2.5 GPA. Prereq. or Coreq.: MGT 3725. 3 s.h.

Course Readings

Group	Title	Author	ISBN
Required	Course Readings, Videos, and Materials		

COURSE READING LIST

Bannan, K. J. (2020, February 27). *4 best practices for second-chance hiring: How to successfully hire candidates with criminal records*. Society for Human Resource Management. <https://www.shrm.org/topics-tools/news/talent-acquisition/4-best-practices-second-chance-hiring>

Bruno, B. (2025). *Interviewing techniques for hiring managers* [Video]. LinkedIn Learning. <https://www.linkedin.com/learning/interviewing-techniques-for-hiring-managers>

CBS. (n.d.). *That's harassment: The boss* [Video]. YouTube. <https://www.youtube.com/watch?v=ljDO70TveLw>

Disability Simulator. (n.d.). *Disability simulator*. <https://www.disabilitysimulator.com/>

Forbes, J. (2026). *ADA compliance and workplace accessibility* [Presentation slides].

Forbes, J. (2026). *ADA compliance and workplace accessibility* [Video lecture].

Forbes, J. (2026). *Business continuity and disaster planning* [Presentation slides].

Forbes, J. (2026). *Business continuity and disaster planning* [Video lecture].

Forbes, J. (2026). *Foundations of workplace compliance* [Presentation slides].

Forbes, J. (2026). *Hiring, background checks, and performance management documentation* [Presentation slides].

Forbes, J. (2026). *Hiring, background checks, and performance management documentation* [Video lecture].

Forbes, J. (2026). *Introduction to workplace compliance and managerial responsibility* [Video lecture].

Forbes, J. (2026). *Workplace culture, classism, and organizational risk* [Presentation slides].

Forbes, J. (2026). *Workplace culture, classism, and organizational risk* [Video lecture].

Forbes, J. (2026). *Workplace harassment, violence, and psychological safety* [Presentation slides].

Forbes, J. (2026). *Workplace harassment, violence, and psychological safety* [Video lecture].

Forbes, J. (2026). *Workplace safety and OSHA compliance* [Presentation slides].

Forbes, J. (2026). *Workplace safety and OSHA compliance* [Video lecture].

HISTORY. (2016, November 20). *Sound smart: The Haymarket Square riot* [Video]. YouTube. https://www.youtube.com/watch?v=ZT_ZWCB_1cM

HISTORY. (2017, August 14). *The Triangle Shirtwaist factory fire* [Video]. YouTube. <https://www.youtube.com/watch?v=FguWSsW21CQ>

Shepherd, L. (2022, June 15). *Court cases show mistakes to avoid in ADA compliance*. Society for Human Resource Management. <https://www.shrm.org/topics-tools/employment-law-compliance/court-cases-show-mistakes-to-avoid-ada-compliance>

Society for Human Resource Management Foundation. (n.d.). *The proud Peacock Pool Company: A workplace divided by class* [Case study workbook].

TED-Ed. (n.d.). *How does social class affect the workplace?* [Video]. YouTube. https://www.youtube.com/watch?v=f_gszuW1VI

University of Pittsburgh School of Law. (2025, September 10). *Breaking down human resource compliance for non-HR professionals*. <https://online.law.pitt.edu/blog/breaking-down-human-resource-compliance>

University of Virginia Darden School of Business. (2019, December 23). *What "social class transitioners" bring to the workplace*. <https://ideas.darden.virginia.edu/social-class-transitioners>

WorkSafeBC. (n.d.). *Spot the hazards*. <https://spotthehazardsworksafebc.com/index.php>

The course readings are subject to change in the event of extenuating circumstances, research developments, current events, and/or to ensure better learning.

Schedule of Topics and Assignments

Week of	Reading(s)	Proposed Topic	Due/To Prepare for Class
6/29	Kahoot Federal Laws & Regulations; Pitt Law article on HR compliance; Instructor lecture; History videos (Haymarket Riot, Triangle Shirtwaist Fire); Module 1 presentation	Foundations of Workplace Compliance	Discussion: Compliance: Legal Obligation or Leadership Responsibility? Assignment: Compliance Risk Worksheet Project Milestone 1: Organization Selection
7/6	SHRM article: Second-Chance Hiring; LinkedIn Learning Interviewing Techniques for Hiring Managers; Instructor lecture; Module 2 presentation	Hiring, Background Checks & Performance Documentation	SHRM article: Second-Chance Hiring; LinkedIn Learning Interviewing Techniques for Hiring Managers; Instructor lecture; Module 2 presentation



7/13	Darden article on Social Class Transitioners; TED-Ed video on Social Class in the Workplace; Peacock Pools case; Instructor lecture; Module 3 presentation	Workplace Culture, Classism, and Organizational Risk	Discussion: Hidden Differences in the Workplace Assignment: Peacock Pools Case Analysis Project Milestone 3: Organizational Research Quiz 3
7/20	WorkSafeBC Spot the Hazards activity; Instructor lecture; Module 4 presentation	Workplace Safety & OSHA	Discussion: OSHA Case Discussion Assignment: Workplace Hazard Identification & Risk Analysis Project Milestone 4: Safety Risk Identification Quiz 4
7/27	CBS #ThatsHarassment: The Boss video; Instructor lecture/slides; Module 5 presentation	Workplace Harassment and Violence	Discussion: #ThatsHarassment Assignment: Workplace Violence Training Quiz 5
8/3	Instructor lecture/slides; Module 6 presentation	Business Continuity & Disaster Planning	Assignment: BCP University Audit – Consultant Report Course Project: Final Submission
8/10	Disability Simulator; OSHA Workplace Mental Health poster; SHRM ADA compliance article; Module 7 presentation	ADA, Mental Health, and Workplace Accessibility	Discussion: Mental Health and Workplace Responsibility Assignment(s): ADA/ Accessibility application activity (module project) Quiz 7

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