

Course Syllabus

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SCL4001 Cultural Influences in the Workplace

3 Units

Summer 2026 Quad 2

Fully Online

July 7 - August 30

Instructor: Dr. Kevin Doyle

Phone: Upon request

Email: kdoyle@pointloma.edu

Meeting Times/Location: Online Asynchronous

Office Hours: Zoom, by appointment

PLNU Mission

To Teach ~ To Shape ~ To Send

Point Loma Nazarene University exists to provide higher education in a vital Christian community where minds are engaged and challenged, character is modeled and formed, and service is an expression of faith. Being of Wesleyan heritage, we strive to be a learning community where grace is foundational, truth is pursued, and holiness is a way of life.

Course Description

This course examines the increasingly diverse workplace and the need to expand our understanding of cultural influences on values, behaviors, and forms of communication. It is an opportunity to recognize our own cultural influences in the workplace, situations that result from cross-cultural miscommunication or misunderstanding, and develop strategies to ensure cross-cultural competency. Rather than a course on political correctness, students will build their cultural competence through the application of Christian virtues that inform acceptance and love in a world of segregation and intolerance.

Institutional Learning Outcomes

1. **Learning, Informed by our Faith in Christ**

Students will acquire knowledge of human cultures and the physical and natural world while developing skills and habits of the mind that foster lifelong learning.

2. **Growing, In a Christ-Centered Faith Community**

Students will develop a deeper and more informed understanding of others as they negotiate complex professional, environmental and social contexts.

3. **Serving, In a Context of Christian Faith**

Students will serve locally and/or globally in vocational and social settings.

Program Learning Outcomes

The Point Loma Nazarene University Bachelor in Organizational Leadership graduate is prepared to:

1. Identify leadership theories and practices to address issues in various contexts and organizations. (ILO 1)
 2. Demonstrate greater self-awareness of strengths, abilities, and limitations in group and organizational settings. (ILO 1)
 3. Demonstrate communication skills needed to engage collaboratively with professionals in a variety of disciplines and industries. (ILO 2)
 4. Identify how effective leaders continually adapt to political structures, manage relationships, and utilize ethical principles within the context of diverse cultural environments. (ILO 2)
 5. Apply leadership knowledge and skills to influence positive change in organizations. (ILO 3)
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Course Learning Outcomes

The following course learning outcomes will be achieved by this course:

1. Identify how personal beliefs and values impact culture. (PLO 2)
2. Understand how perceptions, biases, and stereotypes influence personal and professional relationships. (PLO 2)

3. Synthesize and discern cultural contexts to navigate various situations in organizations. (PLO 4)
4. Apply effective intercultural communication skills. (PLO 3)

Required Texts and Recommended Study Resources

E - Textbook: [Leading with Cultural Intelligence](https://saylordotorg.github.io/text_leading-with-cultural-intelligence/)  (https://saylordotorg.github.io/text_leading-with-cultural-intelligence/)

You are expected to read your text as it corresponds to the course content. Reading expectations are indicated in the weekly section overviews.

Recommended Resources

- [APA Style & Grammar Guides](https://apastyle.apa.org/style-grammar-guidelines/) (<https://apastyle.apa.org/style-grammar-guidelines/>) (online)
- Purdue Owl [APA Guide](https://owl.english.purdue.edu/owl/section/2/10/) (<https://owl.english.purdue.edu/owl/section/2/10/>) (online)

Note: Students are responsible for having the required textbooks prior to the first day of class. Students are also encouraged to begin reading the books in preparation for the class as soon as possible.

Point Loma Nazarene University, as a non-profit educational institution, is entitled by law to use materials protected by the US Copyright Act for classroom education. Any use of those materials outside the class may violate the law. All supplemental materials posted on this course site (including articles, book excerpts, or other documents) are provided for your personal academic use. These materials may be protected by copyright law and should not be duplicated or distributed without permission of the copyright owner.

Course Credit Hour Information

Distribution of Student Learning Hours

It is anticipated that students will spend a minimum of 37.5 participation hours per credit hour on their coursework. The time expectations for this course are shown below:

Distribution of Student Learning Hours

Category	Time Expectation in Hours
Online Discussions	31
Assignments	39
Papers and Projects	44
Total Hours	114

Assessment and Grading

Student grades will be posted in the Canvas grade book no later than midnight on Tuesday of each week beginning in Week Two of this course. It is important to read the comments posted in the grade book as these comments are intended to help students improve their work. Final grades will be posted within one week of the end of the class. Grades will be based on the following:

Standard Grade Scale Based on Percentages

A	B	C	D	F
A 93-100	B+ 87-89	C+ 77-79	D+ 67-69	F Less than 59
A- 90-92	B 83-86	C 73-76	D 63-66	
	B- 80-82	C- 70-72	D- 60-62	

Distribution of Points

Course Assignments	Percentage
Reading Response Journals	25%
Online Discussions	35%
Assignments	40%
Total Points	100%

Specifications Grading

This course uses a method of grading called **specification ("specs") grading** for many of its assignments, including the weekly discussions and several of the major assignments. Specs grading clearly outlines the specific requirements that must be met to earn full points for an assignment. The work is evaluated as **full credit or no credit**: if the stated requirements are met, you earn all the points; if they are not, you do not earn points for that assignment. Each assignment's page and rubric spell out exactly what is required, so you always know the target.

To support you (because life happens, and because real learning sometimes takes a second try), each student receives **3 tokens** for the term. A token may be used either to **turn in a specs-graded assignment late** for full consideration, or to **revise and resubmit** a specs-graded assignment that did not initially meet the requirements. Simply note that you are using a token when you submit. Once your tokens are used, late or non-meeting specs work is not eligible for credit.

Late Assignments

All assignments are to be submitted by the due dates. There will be a 10% reduction of possible points for **each day** an assignment is late and assignments will **not be** accepted for credit four days after the due date. If missing assignments result in the failure to meet learning outcomes, students may receive a letter grade reduction on the final grade in addition to the loss of points for missing work. Assignments will be considered late if posted after the due date and time using Pacific Standard Time. No assignments will be accepted after midnight on Sunday night, the last day of class.

Exceptions for extenuating circumstances must be pre-approved by the instructor and the program director.

State Authorization

State authorization is a formal determination by a state that Point Loma Nazarene University is approved to conduct activities regulated by that state. In certain states outside California, Point Loma Nazarene University is not authorized to enroll online (distance education) students. If a student moves to another state after admission to the program and/or enrollment in an online course, continuation within the program and/or course will depend on whether Point Loma Nazarene University is authorized to offer distance education courses in that state. It is the student's responsibility to notify the institution of any change in his or her physical location. Refer to the map on [State Authorization](https://www.pointloma.edu/offices/office-institutional-effectiveness-research/disclosures) (<https://www.pointloma.edu/offices/office-institutional-effectiveness-research/disclosures>) to view which states allow online (distance education) outside of California.

PLNU Academic Honesty Policy

Students should demonstrate academic honesty by doing original work and by giving appropriate credit to the ideas of others. Academic dishonesty is the act of presenting information, ideas, and/or concepts as one's own when in reality they are the results of another person's creativity and effort. A faculty member who believes a situation involving academic dishonesty has been detected may assign a failing grade for that assignment or examination, or, depending on the seriousness of the offense, for the course. Faculty should follow and students may appeal using the procedure in the university Catalog. See [ADC Academic and General Policies](https://catalog.pointloma.edu/content.php?catoid=42&navoid=2485) (<https://catalog.pointloma.edu/content.php?catoid=42&navoid=2485>) for definitions of kinds of academic dishonesty and for further policy information.

During the first week of class, students will be asked to submit an Academic Honesty Verification Statement. Submitting the statement is a requirement of this course. By submitting the Academic Honesty Verification Statement, students will be verifying all assignments completed in this course were completed by them. Carefully review the Academic Honesty Statement below.

Statement: "In submitting this form, I am verifying all the assignments in this course will be completed by me and will be my own work."

PLNU Attendance and Participation Policy

Online Asynchronous Attendance/Participation Definition

Students taking online courses with no specific scheduled meeting times are expected to actively engage throughout each week of the course. Attendance is defined as participating in an academic activity within the online classroom which includes, but is not limited to:

- Engaging in an online discussion
- Submitting an assignment
- Taking an exam
- Participating in online labs
- Initiating contact with faculty member within the learning management system to discuss course content

Note: Logging into the course does not qualify as participation and will not be counted as meeting the attendance requirement.

PLNU Copyright Policy

Point Loma Nazarene University, as a non-profit educational institution, is entitled by law to use materials protected by the US Copyright Act for classroom education. Any use of those materials outside the class may violate the law.

PLNU Academic Accommodations Policy

PLNU is committed to providing equal opportunity for participation in all its programs, services, and activities in accordance with the Americans with Disabilities Act (ADA). Students with disabilities may request course-related accommodations by contacting the Educational Access Center (EAC), located in the Bond Academic Center (EAC@pointloma.edu or 619-849-2486). Once a student's eligibility for an accommodation has been determined, the EAC will work with the student to create an Accommodation Plan (AP) that outlines allowed accommodations. The EAC makes accommodations available to professors at the student's request.

PLNU highly recommends that students speak with their professors during the first two weeks of each semester/term about the implementation of their AP in that particular course. Accommodations are not

retroactive, so clarifying with the professor at the outset is one of the best ways to promote positive academic outcomes.

Students who need accommodations for a disability should contact the EAC as early as possible (i.e., ideally before the beginning of the semester) to ensure appropriate accommodations can be provided. It is the student's responsibility to make the first contact with the EAC. Students cannot assume that because they had accommodations in the past, their eligibility at PLNU is automatic. All determinations at PLNU must go through the EAC process. This is to protect the privacy of students with disabilities who may not want to disclose this information and are not asking for any special accommodations.

PLNU Spiritual Care

PLNU strives to be a place where you grow as a whole person. To this end we provide resources for our Graduate and Adult Undergraduate students to encounter God and grow in their Christian faith. At the Mission Valley (MV) campus we have an onsite chaplain who is available during class break times across the week. If you have questions for, desire to meet or share a prayer request please email mvchaplain@pointloma.edu (<mailto:mvchaplain@pointloma.edu>).

In addition, on the MV campus there is a prayer chapel on the third floor which is open for use as a space set apart for quiet reflection and prayer.

Language and Belonging

Point Loma Nazarene University faculty are committed to helping create a safe and hospitable learning environment for all students. As Christian scholars, we are keenly aware of the power of language and believe in treating others with dignity. As such, it is important that our language be equitable, inclusive, and prejudice-free. Inclusive/Bias-free language is the standard outlined by all major academic style guides, including MLA, APA, and Chicago, and it is the expected norm in university-level work. Good writing and speaking do not use unsubstantiated or irrelevant generalizations about personal qualities such as age, disability, economic class, ethnicity, marital status, parentage, political or religious beliefs, race, gender, sex, or sexual orientation. Inclusive language also avoids using stereotypes or terminology that demeans persons or groups based on age, disability, class, ethnicity, gender, race, language, or national origin. Respectful use of language is particularly important when referring to those outside of the religious and lifestyle commitments of those in the PLNU community. By working toward precision and clarity of language, we mark ourselves as serious and respectful scholars, and we model the Christ-like quality of hospitality.

If you (or someone you know) have experienced a bias incident regarding language, you can find more information on reporting and resources at www.pointloma.edu/bias (<http://www.pointloma.edu/bias>).

Sexual Misconduct and Discrimination

Point Loma Nazarene University faculty are committed to helping create a safe learning environment for all students. If you (or someone you know) have experienced any form of sexual discrimination or misconduct, including sexual assault, dating or domestic violence, or stalking, know that help and support are available through the [Title IX Office \(https://www.pointloma.edu/title-ix\)](https://www.pointloma.edu/title-ix). Please be aware that under Title IX of the Education Amendments of 1972, it is required to disclose information about such misconduct to the Title IX Office.

If you wish to speak to a confidential employee who does not have this reporting responsibility, you can contact Counseling Services at counselingservices@pointloma.edu or find a list of campus pastors at [pointloma.edu/title-ix](https://www.pointloma.edu/title-ix).

If you (or someone you know) have experienced other forms of discrimination or bias, you can find more information on reporting and resources at www.pointloma.edu/bias

Use of Technology

In order to be successful in the online or hybrid environment, you'll need to meet the minimum technology and system requirements; please refer to the [Technology and System Requirements \(https://help.pointloma.edu/TDClient/1808/Portal/KB/ArticleDet?ID=108349\)](https://help.pointloma.edu/TDClient/1808/Portal/KB/ArticleDet?ID=108349) information. Additionally, students are required to have headphone speakers, microphone, or webcams compatible with their computer available to use. Please note that any course with online proctored exams requires a computer with a camera (tablets are not compatible nor allowable) to complete exams online.

Problems with technology do not relieve you of the responsibility of participating, turning in your assignments, or completing your class work.

Artificial Intelligence (AI) Policy

You are allowed to use Artificial Intelligence (AI) tools (e.g., ChatGPT, Gemini Pro 1.5, GrammarlyGo, Perplexity, etc) to generate ideas, but you are not allowed to use AI tools to generate content (text, video, audio, images) that will end up in any work submitted to be graded for this course. If you have any doubts about using AI, please gain permission from the instructor.

Assignments At-A-Glance

The table below lists course assignments and their due dates. Click on any assignment to review it.

Course Summary:

Date	Details	Due
Mon Jul 6, 2026	 Academic Honesty Verification Statement (https://canvas.pointloma.edu/courses/89134/assignments/1328601)	due by 11:59pm
		
	 Group Project Training Presentation Overview	to do: 11:59pm
Wed Jul 8, 2026	 WK1 Overview	to do: 11:59pm
	 WK1 Facilitated Discussion (https://canvas.pointloma.edu/courses/89134/assignments/1328615)	due by 11:59pm
		
Sun Jul 12, 2026	 WK1 Introductions (https://canvas.pointloma.edu/courses/89134/assignments/1328608)	due by 11:59pm
		
	 Facilitated Discussion Chart - Sign Up	to do: 11:59pm
Mon Jul 13, 2026	 WK1 Culture and the Value of Travel (https://canvas.pointloma.edu/courses/89134/assignments/1328609)	due by 11:59pm
		
	 WK1 Reading Response Journal (https://canvas.pointloma.edu/courses/89134/assignments/1328619)	due by 11:59pm
Mon Jul 13, 2026		
	 WK2 Identity - What is "Self" Videos	to do: 11:59pm
	 WK2 Overview	to do: 11:59pm

Date	Details	Due
Wed Jul 15, 2026	 WK2 Facilitated Discussion https://canvas.pointloma.edu/courses/89134/assignments/1328610	due by 11:59pm
		
Sun Jul 19, 2026	 WK2 Reading Response Journal https://canvas.pointloma.edu/courses/89134/assignments/1328620	due by 5:59pm
		
	 WK2 Identity Discussion https://canvas.pointloma.edu/courses/89134/assignments/1328607	due by 11:59pm
		
Mon Jul 20, 2026	 WK3 Overview	to do: 11:59pm
Wed Jul 22, 2026	 WK3 Facilitated Discussion https://canvas.pointloma.edu/courses/89134/assignments/1328614	due by 11:59pm
		
	 WK3 Group Project: Getting Started https://canvas.pointloma.edu/courses/89134/assignments/1328621	due by 11:59pm
		
Sun Jul 26, 2026	 WK3 The Reality of Bias Discussion https://canvas.pointloma.edu/courses/89134/assignments/1328606	due by 11:59pm
		
	 WK3 Reading Response Journal https://canvas.pointloma.edu/courses/89134/assignments/1328622	due by 11:59pm
		
Mon Jul 27, 2026	 WK4 Overview	to do: 11:59pm
Wed Jul 29, 2026	 WK4 Facilitated Discussion https://canvas.pointloma.edu/courses/89134/assignments/1328612	due by 11:59pm
		

Date	Details	Due
Sun Aug 2, 2026	 WK4 Reading Response Journal https://canvas.pointloma.edu/courses/89134/assignments/1328623	due by 5:59pm
		
	 WK4 Group Project: Progress Check https://canvas.pointloma.edu/courses/89134/assignments/1334449	due by 11:59pm
Mon Aug 3, 2026		
	 WK4 Taking Inclusion from Theory to Practice Discussion https://canvas.pointloma.edu/courses/89134/assignments/1328605	due by 11:59pm
		
Wed Aug 5, 2026	 WK5 Overview	to do: 11:59pm
	 WK5 Facilitated Discussion https://canvas.pointloma.edu/courses/89134/assignments/1328613	due by 11:59pm
		
Sun Aug 9, 2026	 WK5 Reading Response Journal https://canvas.pointloma.edu/courses/89134/assignments/1328626	due by 5:59pm
		
	 WK5 Experiencing Culture Assignment https://canvas.pointloma.edu/courses/89134/assignments/1328629	due by 11:59pm
Mon Aug 10, 2026		
	 WK6 Overview	to do: 11:59pm
	 WK6 Facilitated Discussion https://canvas.pointloma.edu/courses/89134/assignments/1328614	due by 11:59pm
Wed Aug 12, 2026		
		
	 WK6 Reading Response Journal https://canvas.pointloma.edu/courses/89134/assignments/1328627	due by 5:59pm
		

Date	Details	Due
	 WK6 Cultural Intelligence: Knots vs Core https://canvas.pointloma.edu/courses/89134/assignments/1328604	due by 11:59pm
		
	 WK6 Group Project Check-In (Quick + Ungraded) https://canvas.pointloma.edu/courses/89134/assignments/1334451	due by 11:59pm
		
Mon Aug 17, 2026	 WK7 Overview	to do: 11:59pm
Wed Aug 19, 2026	 WK7 Facilitated Discussion https://canvas.pointloma.edu/courses/89134/assignments/1328617	due by 11:59pm
		
	 WK7 Reading Response Journal https://canvas.pointloma.edu/courses/89134/assignments/1328629	due by 5:59pm
		
Sun Aug 23, 2026	 WK7 Group Project: Final Presentation https://canvas.pointloma.edu/courses/89134/assignments/1328628	due by 11:59pm
		
	 WK7 Reflecting on Your Group Experience https://canvas.pointloma.edu/courses/89134/assignments/1328616	due by 11:59pm
		
Mon Aug 24, 2026	 WK8 Overview	to do: 11:59pm
Wed Aug 26, 2026	 WK8 Group Project: Presentation Share-Out https://canvas.pointloma.edu/courses/89134/assignments/1328603	due by 11:59pm
		
Sun Aug 30, 2026	 End-of-Course Evaluation https://canvas.pointloma.edu/courses/89134/assignments/1328618	due by 11:59pm
		

Date	Details	Due
	 WK8 Cultural Intelligence (CQ) Reflection Essay (https://canvas.pointloma.edu/courses/89134/assignments/1328630) 	due by 11:59pm
	 Weekly Facilitated Discussion Submission (https://canvas.pointloma.edu/courses/89134/assignments/1328631) 	
	 WK5 Cultural Intelligence: Knots vs Core (https://canvas.pointloma.edu/courses/89134/assignments/1328602) 	
	 WK5 Cultural Intelligence: Knots vs Core (https://canvas.pointloma.edu/courses/89134/assignments/1328624) 	