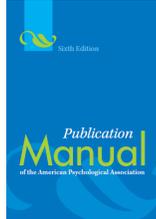


Class Information

- Meeting:** Wednesdays and Fridays 2:10 – 3:25 PM in Science Center 348
- Email:** abrawley@gettysburg.edu
- Office and hours:** 412 Glatfelter Hall, Mondays 2 – 4PM and Wednesdays 11AM – 1PM

Required Materials & Tools



You will need to use APA style, so be sure you have access to the APA *Publication Manual* (6th edition).

All other required readings will be made available to you and/or accessible via Musselman Library.

Check Moodle and your College email regularly.

Course Goals

OMS focuses on human resource issues and work organizations. However, these are not static issues: organizations and workers are continually changing. The gig economy – that is, where short-term contracting work is common – embodies many ongoing changes. When you hail an Uber, is that driver “working”? Who is really their boss? Why are they driving, anyway?

In this course, we’ll explore not only how the face of work is changing (and will continue to), but also how we as managers and critical scholars (or just as people with jobs!) can make the future of work as good as possible. This class will challenge you to flex the critical thinking skills you've been building in the OMS major and consider how your OMS knowledge can be best applied to jobs now and to the changes that will continue after you finish this class.

A second theme for our class is that OMS doesn't function in a "bubble." At first glance, tax forms and internet accessibility (among many other topics) might not seem like they are important to OMS – we'll learn that they indeed are.

You can expect the following outcomes of your work in this course.

1. You’ll learn about the major trends and changes to work, workers, and workplaces.
2. Specific to the gig economy, you'll learn about its two key components: (A) employee classification and (B) gig work platforms.
3. You’ll practice evaluating a variety of resources relevant to OMS, including nontraditional resources.
4. You’ll practice writing quality reports and communicating with your peers both formally and informally.
5. You’ll learn about where OMS fits in the bigger picture of the world of work and where it intersects with other fields.
6. You’ll practice applying OMS knowledge to real issues happening right now in the world of work.

Course Requirements

Assignment	Points Each	#	Total Points (% of Grade)
Participation			
Class participation	2	× 22 (of 24 possible)	44 (19%)
Participation prep assignments	1	× 18 (of 20 possible)	18 (8%)
Mini-presentations	3	× 2	6 (3%)
Exams			
Midterm exam	20	× 1	20 (9%)
Final exam	30	× 1	30 (13%)
Literature review			
Topic submission	2	× 1	2 (1%)
Annotated bibliography	10	× 1	10 (4%)
Complete literature review paper	35	× 1	35 (15%)
Empirical or theoretical final paper			
Proposal	10	× 1	10 (4%)
Project updates	1	× 2	2 (1%)
Polished draft	5	× 1	5 (2%)
Paper reviews	4	× 2	8 (3%)
Complete report	40	× 1	40 (17%)

Total possible points: 230

Grade	%	B	82.5 – 87.4%	D+	67.5 – 69.9%
A	92.5%+ (of 230 points)	B-	80.0 – 82.4%	D	62.5 – 67.4%
A-	90.0 – 92.4%	C+	77.5 – 79.9%	D-	60.0 – 62.4%
B+	87.5 – 89.9%	C	72.5 – 77.4%	F	0 – 59.9%
		C-	70.0 – 72.4%		

Grades will be provided to you on an ongoing basis via Moodle. Address concerns early. Any concerns about specific grades should be addressed within one week of the grades being posted on Moodle. Note that one requirement for graduating with departmental honors is to earn a B+ or better in your capstone.

Class participation: Participation will be graded on all non-exam dates from Aug 30th through Dec 4th in various formats, tailored the course materials. You must be in class to earn participation credit.

Of the 24 possible participation grades, only your 22 highest scores will officially count towards your grade. (Therefore, if you need to miss regular class dates for any reason, you're covered for two possible absences.) If you earn all 12 grades, the last two grades will count as bonus.

You'll be informed about how participation will be graded each day, but in general:

- **full participation credit** will be awarded to students who come to class prepared; contribute readily to the conversation or activity without dominating it; make thoughtful, "on point" contributions; show interest in and respect for others' views; participate actively in small groups; and push discussions to a "deeper" level of analysis.
- **reduced participation credit** will be awarded to students who come to class prepared and make thoughtful comments or contributions when called upon; show interest in and respect for others' views; and participate actively in small groups. These students show interest in the discussion or activity and listen attentively, but passively.
- **further reduced – or even "0" – participation credit** will be awarded to students who miss class (or a key part by arriving late or leaving early), show evidence of minimal preparation, provide incorrect, irrelevant, or inappropriate answers to questions and avoid or are distracted from participation altogether (e.g., by technology).

Participation prep assignments: In order to prepare for high quality class sessions, you'll complete brief preparatory assignments (typically from ½ to 1 page long). Formats vary depending on our class goals for the day, but generally you'll be asked to engage with the assigned materials prior to our class meeting. Typed, hard copies must be turned in during class.

Of the 20 possible prep assignment grades, only your 18 highest scores will officially count towards your grade. (Therefore, if you need to miss regular class dates for any reason, you're covered for two possible absences.)

There are a few dates, marked with asterisks (***) in the course schedule, where a prep work assignment will not be due.

Mini-presentations: Twice during the semester, you will deliver a brief solo presentation – lasting 5 minutes, plus any Q&A – about a particular gig work platform or setup (mini-presentation #1) and about a topic of your choosing that is relevant to the changing nature of work (e.g., a recent news story; mini-presentation #2). Everyone will deliver mini-presentation #1 on the same scheduled date(s). Mini-presentation #2's will be scheduled to occur intermittently throughout the semester.

Exams: Exams will be based on the readings, lectures, and in-class discussions and activities (in short, everything will be fair game). Exams will vary in format and may include multiple choice, short answer, true or false, matching, and essay items.

Literature review paper and theoretical/empirical paper: Due dates for each part of these papers are listed in the schedule, and details will be provided. All students will complete (1) a literature review on a topic of their choosing, as well as (2) a separate second project that is either empirical or theoretical.

The second project may build on your literature review, or it may be on a new topic. Topic selection is generally open but must relate to the changing nature of work and/or the changing nature of OMS.

Though not required, there are a number of resources and opportunities available to you to get the most out of your capstone project. The capstone course is a lot of work, so that makes it a great chance to get some more mileage out of your hard work.

- You can apply for research funding to enhance your project beyond what you could've done otherwise (<https://www.gettysburg.edu/offices/student-scholarly-engagement/undergraduate-research-creative-activity/funds-for-senior-projects>)
- You can apply to present your work on-campus at Celebration in May (<https://www.gettysburg.edu/celebration/>)
- You can apply for funding to present your work at off-campus professional conferences (<https://www.gettysburg.edu/offices/student-scholarly-engagement/undergraduate-research-creative-activity/funds-for-student-professional-papers-and-conferences>); and I'm happy to help you find a conference where your project would be a good fit!
- I also regularly nominate papers for Gettysburg's repository, *The Cupola* (<https://cupola.gettysburg.edu/mgmtstu/>)

Other Important Policies & Information

Attendance: You are responsible (whether present or not) for all material covered in class, including any announcements, and you'll need to be in class for the opportunity to earn participation credit.

In case you may need to miss our class meeting (e.g., an interview, an illness), only your top 22 of 24 class participation scores and top 18 of 20 prep work scores will be officially counted towards your grade.

If an assignment is due on a day you miss, submit it early for full possible credit (e.g., leave it in my department mailbox, send it to class with a classmate) or submit it upon your return at the peril of the late work penalty (see below).

Electronic devices: See the above section on class participation grades. Start practicing the professional habits now of using site-blocking browser add-ins (or shutting off your wifi) and putting away your phone during our meetings.

Late work policy: Late submissions result in an immediate 20% deduction if the assignment is not turned in on time, plus another 20% deduction for each additional 24 hours it is late. Be sure to have hard copies when required (and these can be left in my department mailbox if needed) and that any electronic files are the correct, working file.

Honor Code: The Honor Code is taken seriously in our class to protect our reputation for producing high quality OMS majors. Consider this capstone course a final practice run for your behavior in the real world and the workplace after Gettysburg.

Requesting accommodations: Contact Academic Advising to develop an Individual Education Accommodation Plan (IEAP), and provide me with your IEAP at least two weeks prior to the first event (e.g., an exam) for which you request an accommodation.

Course Schedule

Any changes to this schedule will be communicated to you. View the reading list and prep work assignment info on Moodle.

Date	Topic	Key Dates
W 8/28	What is gig work?	
F 8/30	" "	
W 9/4	This ain't a new problem, folks!	Literature review topic due
F 9/6	" "	Musselman Library visit – meet in Library 014
W 9/11	" "	Annotated bibliography due **
F 9/13	" "	
W 9/18	Exploring platforms	Platform presentations (mini-presentation #1) due
F 9/20	" "	Platform presentations (mini-presentation #1)
W 9/25	" "	
F 9/27	" "	
W 10/2	Being a gig worker	Literature review due **
F 10/4	" "	
W 10/9	Measuring the gig economy	
F 10/11	Worker issues	Project proposal due
W 10/16	" "	
F 10/18	Midterm exam (What is gig work? – Measuring the gig economy)	
W 10/23	" "	
F 10/25	" "	Project update #1 due (in class)
W 10/30	Fairness	
F 11/1	" "	
W 11/6	Bigger picture impacts	Project update #2 due (in class)
F 11/8	No class meeting	
W 11/13	" "	
F 11/15	Is the gig economy good?	
W 11/20	" "	Polished draft of final paper due **
F 11/22	What gig work means for us	Paper reviews due **
W 11/27	No class meeting – Thanksgiving break	
F 11/29	No class meeting – Thanksgiving break	
W 12/4	" "	
F 12/6	Course wrap-up	Complete paper due
Sun 12/8 1:30 PM	Final exam (Worker issues – What gig work means for us)	

** = no prep work will be due; but participation will still be graded on this date.