INSTRUCTOR: Dr. Crystal Hoyt  
OFFICE HOURS: Wed 10am-12noon & by appt.  
EMAIL: choyt@richmond.edu  
PHONE: 804-287-6825  
OFFICE LOCATION: Jepson 132  

COURSE TIME AND LOCATION: Tuesday, Thursday 2:15-3:30pm, Jepson Hall 101  

COURSE WEBSITE: http://blackboard.richmond.edu  

READINGS:  
The readings for this course primarily consist of empirical psychological articles. In addition, two books are assigned for this course. The readings may change slightly and other readings may be assigned during the semester. The assigned readings provide the background and context for classroom lecture and discussion, therefore, you should read the readings before the class period during which they are discussed.  


DESCRIPTION AND GOALS OF THE COURSE:  
The goal of this course is to examine women leaders through the lens of social psychology by examining the psychological literature on gender, stigma, and leadership. The primary focus in this course will be to familiarize you with basic empirical research so that you can: (1) use science to help decipher fact from myth, (2) evaluate and analyze the scientific merit of this research, and (3) apply this research to real world situations. We will examine topics such as the glass ceiling, proposed causes of the glass ceiling, the causes, correlates and consequences of stereotype-related biases against female leaders, and how these biases impact the perception of female leaders as well as the experience of these leaders. In addition to understanding the effects and theoretical origins of biases against women in leadership roles, we will also examine strategies for change.  

COURSE REQUIREMENTS  

Your grade in the course will be determined by performance on the following course requirements:  

1. WRITTEN ASSIGNMENTS: You will be required to write two papers this semester. The first paper is due October 11. The second paper, an empirical research report, is due on the last day of class. Details for each assignment will be provided in the course.  

2. EXAMINATIONS: There will be two exams in this course, one midterm and one cumulative final. The exams will cover information from both in-class discussions and reading assignments. The exams will consist of short answer and essay questions.  

3. GROUP RESEARCH PROJECTS: Groups of students will undertake a semester long group research project. Students will present the results of their project and will submit individual final reports at the end of the semester.
4. **ONE BOOK, ONE CAMPUS BOOK DISCUSSION SESSION:** You are required to participate in one of the one book, one campus book discussion sessions. You are required to turn in a one to two page write-up on the discussion session within a week of participating. We will be discussing this text in class on November 20.

5. **CLASS PARTICIPATION:** This course is predicated on the active participation of all members. You are expected to attend all classes, arrive on time, and fully engage in discussions and activities. The emphasis is on quality of class participation rather than quantity. Each unexcused absence will penalize your final grade. The class discussions and activities are highly dependent upon the assigned reading for the day. You must come to class fully prepared to discuss the assigned readings. Inadequate class participation will lower your course grade.

| Makeup Exams and Paper Extension Policy: | Only under extraordinary circumstances will a make-up exam be administered or will a late paper by accepted. When these extraordinary circumstances arise, a letter from the Dean is required. A paper turned in late without an acceptable excuse will be docked 10 percentage points for each day it is late. Makeup exams may take an alternative form to that taken by the rest of the class. |

**ELEMENTS OF YOUR GRADE:**
Grades in this course will be based on your performance on the two exams, the writing assignments, class presentations, and participation in a book discussion. Good performance on each assignment and exam is important to your overall success in this course. Your total points will be based on the following components:

| First paper | 10% |
| Research paper | 20% |
| Book discussion | 5% |
| Group presentation | 10% |
| Midterm Exam | 20% |
| Final Exam | 35% |
| **Total** | **100%** |

**Final grades** in the course will be based on the percentage of total points that you earn, according to the following cutoffs:

| Percentages for final grades: |
| A | 90-100% |
| B | 80-89% |
| C | 70-79% |
| D | 60-69% |
| F | 50-60% |
| Utter humiliation | < 50% |

*Plus and minus grades are not shown but will be used*

**HONOR CODE:** The Jepson School supports and adheres to the provisions of the Honor System sanctioned by the School of Arts and Sciences. Every piece or written work presented by individual students must have the honor pledge with the student’s signature on it. The pledge is: “I pledge that I have neither given nor received unauthorized assistance during the completion of this work.”

**STUDENTS WITH DISABILITIES:** If you have a verified disability and would like to discuss special academic accommodations, please contact me during the first week of class to arrange reasonable and appropriate accommodations.
Class Schedule and Reading Assignments

Aug. 28  
**Introductions**

**Introduction to Prejudice, Discrimination, Stereotyping and Stigma: The Basics**

Aug. 30  
**Introducing the Concepts**

Sept. 4  
**Introducing the Concepts Cont.**

Sept. 6  
**How Psychologists Study Prejudice and Discrimination**

Sept. 11  
**Gender Stereotypes and Sexism**

Perceptions of and Responses to Female Leaders

Sept. 13  
**Gender and Leadership- I**

Sept. 18  
**Gender and Leadership- II**

Sept. 20  
**Backlash**

Sept. 25  
**Implicit Attitudes**

Sept. 27  
**Attributions for performance**

Oct. 2  
**Shifting Standards**

**Experiences of Female Leaders**

Oct. 4  **Perceiving Discrimination**


Oct. 9  **Coping with Discrimination**


Oct. 11  **Self-Fulfilling Prophecies (Paper 1 due)**


Oct. 16  **FALL BREAK Yeah!!**

Oct. 18  **Stereotype Threat and Stereotype Reactance**


Oct. 23  **Midterm Exam**

Oct. 25  **Gender and Negotiation**


Oct. 30  **Terror Management Theory, Gender, and Leadership**


Nov. 1  **No Class: Work on Group Projects**
Decreasing Prejudice and Discrimination

Nov. 6  Closing the Leadership Gap

Nov. 8  Affirmative Action

Nov. 13  Role Models

Nov. 15  Other Approaches

Nov. 20  One Book, One Campus

Nov. 22  HAPPY THANKSGIVING!!

Nov. 27  Group Presentations

Nov. 29  Group Presentations

Dec. 4  Guest Speaker: Dr. Alice Eagly

Dec. 6  Course Wrap-Up
  ▪ Paper 2 due

TAKE HOME FINAL EXAM DUE BY TUESDAY, DEC 18.