**…………………………… UNIVERSITY**

**MARITIME FACULTY/FACULTY OF ECONOMICS AND ADMINISTRATIVE SCIENCES**

**Maritime Transportation Management Engineering**

**Marine Engineering/Department of Maritime Business Management**

**Course Catalogue Form**

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| **Issue Date :**  | **Revision Date :-** | **Revision Number: -** | **Faculty Board Decision Number:**  |

|  |  |
| --- | --- |
| **Course Name** : Gender Identity Management and Leadership in Maritime Professions | **Degree:** Bachelor |
| **Code** | **Year/Semester** | **Local Credits** | **ECTS Credits** | **Course Implementation, Hours/Week** |
| **Course** | **Tutorial**  | **Workshop** |
|  | **1/1 (Fall)** | **2** | **3** | **1** | - | **1** |
| **Department** | Maritime Transportation Management Engineering – Marine Engineering |
| **Instructors** |  |
| **Contact Information** |  |
| **Office Hours** |  |
| **Web page**  | https://www.pirireis.edu.tr/mentoress-projesi |
| **Course Type** |  Elective | **Course Language** | English |
| **Course Prerequisites** |   - |
| **Course Category by Content, %** | **Basic Sciences** | **Engineering Science** | **Engineering Design** | **Humanities** |
| 10 | - | - | 90 |
| **Course Description** | Thecourse is designed to help prospective female staff cope with the hardships they are likely to encounter in seagoing services and maritime jobs and make them realize themselves to the full extent. To this end, leadership and intercommunication skills female cadets may need in their prospective jobs are planned to be given in the course. Current practices in maritime will be discussed in view of diversity and gender management skills. On completion of the course; the learner/trainee will have the competence to cope with the problems deriving from diversity in addition to gender and cultural differences and have relevant skills to effectively carry out the duties of maritime. |
| **Course Objectives**  | 1. Understanding contemporary approaches on discrimination in particular gender discrimination.
2. Learning different tools and methods to overcome discrimination and best practices throughout the world.
3. The importance of the gender diversity in different work environments to increase effectiveness in workplaces with an emphasis on maritime life.
4. Creation of synergy to overcome gender discrimination related problems and using leadership skills to integrate the female in maritime environment.
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| **Course Learning Outcomes**  | Students passing the course successfully will acquire knowledge and skills as listed below and will able to be;1. Understand gender discrimination and gender diversity with negative effects in social life and work environment
2. Practice different tools and methods to overcome gender discrimination
3. Understand and provide a general understanding of gender diversity for work effectiveness.
4. Use leadership abilities to ensure abolish gender discrimination and enhance gender diversity in maritime professions.
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| **Instructional Methods and Techniques** | Lecture and Case Studies |
| **Tutorial Place** | Classroom, Library |
| **Co-term Condition** | **---** |
| **Textbook** | Unit Handout, Power Point Slides |
| **Other References** | 1. Harvey, C., Allard, M.J. *Understanding and Managing Diversity* Prentice Hall , 2011, ISBN-13:0132553112
2. Burgoyne, R, Shaw, M. H., Dawson, W. C., and Scheinkman, R. *A.Handbook on Diversity and the Law, American Association for the Advancement of Law*, Washington DC, 2009
3. Mercer, *When Women Thrive* (Kadınlar İş Dünyasında Parladıkça) Country Report-Turkey (Türkiye Ülke Raporu), İstanbul, 2017
4. *Diversity Management Education,* https://www.engineering.pitt.edu/Student/Student-Programs/Diversity/Diversity-Management-Education/
5. Evans, C., Glover, J., Guerrier, Y., Wilson, C., *Implementing Diversity Policies: Guiding Principles.* Royal Academy of Engineering, Contemporary Business, 1987 ISBN: 0-03-006199.7
6. Roosevelt, T.R., *Building on the Promise of Diversity: How We Can Move to the Next Level inn our Workplaces, Our Communities, and Our Society*, New York, AMACOM, American Management Association, 2006
7. Anglo-Eastern **Ship Management Limited, ISWAN, WISTA , *Gender Diversity*, http://seafarerswelfare.org/news-and-media/latest-news/anglo-eastern-iswan-and-wista-international-publish-booklet-addressing-gender-diversity, 2018**
8. Robbins, S.P., Judge, T.A., *Organizational Behaviour*, New Jersey, Parson Education Inc., 2011
9. Sandberg, S. *Lean in:* *Women, Work and the Will to Lead* Knopf, 2013, ISBN-13: 978-0385349949
10. Kay, K., Shipman, C., *The Confidence Code: The Science and Art of Self-Assurance: What Wome Should Know* Harper Business, 2014 ISBN-13:9780062230645
11. Boeri, T., Patacchini, E., Peri, G. (Eds.), *Unexplored Dimensions of Discrimination,* Oxford University Press, 2016
 |
| **Homework & Projects** | Homework (Case Studies) related to “Effective Diversity Management” and "Your Strategy to Cope With Bullying". |
| **Laboratory Work** | --- |
| **Computer Use** | Power Point |
| **Other Activities** | Group Discussions, Guest speakers |

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| **Assessment Criteria** | **Activities** | **Quantity** | **Effects on Grading, %** |
| Attendance |  |  |
| Midterm | **1** | **20** |
| Quiz |  |  |
| Homework | **2** | **10** |
| Term Paper/Project | **1** | **20** |
| Laboratory Work |  |  |
| Practices |  |  |
| Tutorial  |  |  |
| Seminar |  |  |
| Presentation |  |  |
| Field Study |  |  |
| Final Exam | **1** | **50** |
| **TOTAL** |  | **100** |
| Effects of Midterm on Grading, % |  | **50** |
| Effects of Final on Grading, % |  | **50** |
| **TOTAL** |  | **100** |

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| **ECTS/****WORKLOAD TABLE** | **Activities** | **Count**  | **Hours** | **Total** **Workload** |
| Lecture  | **14** | **2** | **28** |
| Midterm | **1** | **5** | **5** |
| Quiz |  |  |  |
| Homework | **2** | **4** | **8** |
| Term Paper/Project | **1** | **10** | **10** |
| Laboratory Work |  |  |  |
| Practices |  |  |  |
| Tutorial  |  |  |  |
| Seminar |  |  |  |
| Presentation |  |  |  |
| Field Study |  |  |  |
| Final Exam | **1** | **5** | **5** |
| **Total Workload** |  |  | **56** |
| **Total Workload/25** |  |  | **56/25** |
| **Course ECTS Credits** |  |  | **2** |

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| **Week** | **TOPICS** | **Course Outcomes** |
| **1** | **Diversity in the Maritime Context**Introduction to concept of diversity and the importance of diversity management in maritime  | I |
| **2** | **Sources and Pitfalls of Diversity Mismanagement*** Prejudice
* Discrimination
 | I |
| **3** | **Steps To Cope With Diversity Mismanagement*** Vision and leadership
* Appreciation of personal differences (SWOT analysis of people)
* Building self-confidence
* Stress management skills
* Effective communication skills
 | I |
| **4** | **Gender Equity Problems*** Patriarchy
* Gender stereotypes
* Economic Insecurity
 | I |
| **5** | **Coping with Gender Equity Problems*** Gender Bias and problems in Maritime
 |  |
| **6** | **Overcoming Gender Equity Problems Onboard*** Networking
* Mentoring
* Effective Leadership
 | II |
| **7** | **Leadership for Women in Maritime*** Obstacles for Leadership
 | II |
| **8** | **Leadership and Coping with Obstacles*** Social Obstacles
* Cultural Obstacles
* Practical Obstacles
 | I-II |
| **9** | **Barriers for Women Maritime Leadership*** Gender Bias and Problems Arising from Them
 | III |
| **10** | **Critical Issues in Maritime Leadership** | III |
| **11** | **Integration of Women into Maritime Professions**Mentoring Guide: Obstacles of Women Inserting Onboard the Ships | III |
| **12** | **Obstacles for Women Inserting Onboard Ships*** Prejudice Mobbing Harassment
 | IV |
| **13** | **Coping with Obstacles** | IV |
| **14** | **Women Maritime Leadership*** Introducing inspirational role models
* Case studies
 | IV |

**Relationship between the Course and the Curricula of Maritime Transportation Management Engineering and Marine Engineering**

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|  | **Program Outcomes** | **Level of Contribution** |
| **1** | **2** | **3** |
| **a** | An ability to apply knowledge of mathematics, science, and engineering |  |  |  |
| **b** | An ability to design and conduct experiments, as well as to analyse and interpret data |  |  |  |
| **c** | An ability to design a system, component or process to meet desired needs |  | X |  |
| **d** | Ability to function on multi-disciplinary teams |  |  | X |
| **e** | An ability to identify, formulate, and solve engineering problems |  |  |  |
| **f** | An understanding of professional and ethical responsibility |  |  | X |
| **g** | An ability to communicate effectively |  |  | X |
| **h** | The broad education necessary to understand the impact of engineering solutions in a global and societal context |  |  |  |
| **i** | A recognition of the need for, and an ability to engage in life-long learning |  |  | X |
| **j** | A knowledge of contemporary issues |  |  | X |
| **k** | An ability to use the techniques, skills and modern engineering tools necessary for engineering practice |  |  |  |
| **l** | An ability to apply legal, societal and environmental knowledge in maritime transport and in all respective modes of transport operations. | X |  |  |
| **m** | An ability to interpret and analysis of the data regarding maritime management and operations, recognition and solution of problems for decision making process. |  | X |  |

 **1: Small, 2: Partial, 3: Full**

**Programme Outcomes & Course Outcomes Connectivity Matrix**

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Course****Outcomes** | **I** | **II** | **III** | **IV** |  |  |  |
| **Programme Outcomes** |
| **a** |  |  |  |  |  |  |  |
| **b** |  |  |  |  |  |  |  |
| **c** |  |  |  |  |  |  |  |
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| ***Prepared by*** | **Date** | Signature |