

..... UNIVERSITY
MARITIME FACULTY/FACULTY OF ECONOMICS AND ADMINISTRATIVE SCIENCES
Maritime Transportation Management Engineering
Marine Engineering/Department of Maritime Business Management

Course Catalogue Form

Issue Date : 24.10.2018	Revision Date :-	Revision Number: -	Faculty Board Decision Number:
--------------------------------	-------------------------	---------------------------	---------------------------------------

Course Name : Orientation and Retention of Women for Efficient Seagoing Services				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		The course is designed help both male and female prospective staff cope with the hardships they are likely to encounter in sea going services and maritime jobs and make them realize themselves to the full extend. To this end, leadership and intercommunication skills 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 in maritime.				
Course Objectives		<ol style="list-style-type: none"> 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. 				
Course Learning Outcomes		<p>Students passing the course successfully will acquire knowledge and skills as listed below and will able to be;</p> <ol style="list-style-type: none"> 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. 				

Instructional Methods and Techniques	Lecture and Case Studies
Tutorial Place	Classroom, Library
Co-term Condition	
Textbook	Unit Handout, Power Point Slides
Other References	<ol style="list-style-type: none"> 1. Harvey, C., Allard, M.J. <i>Understanding and Managing Diversity</i> Prentice Hall , 2011, ISBN-13:0132553112 2. Burgoyne, R, Shaw, M. H., Dawson, W. C., and Scheinkman, R. <i>A Handbook on Diversity and the Law, American Association for the Advancement of Law</i>, Washington DC, 2009 3. Mercer, <i>When Women Thrive</i> (Kadınlar İş Dünyasında Parladıkça) Country Report-Turkey (Türkiye Ülke Raporu), İstanbul, 2017 4. <i>Diversity Management Education</i>, https://www.engineering.pitt.edu/Student/Student-Programs/Diversity/Diversity-Management-Education/ 5. Evans, C., Glover, J., Guerrier, Y., Wilson, C., <i>Implementing Diversity Policies: Guiding Principles</i>. Royal Academy of Engineering, Contemporary Business, 1987 ISBN: 0-03-006199.7 6. Roosevelt, T.R., <i>Building on the Promise of Diversity: How We Can Move to the Next Level in our Workplaces, Our Communities, and Our Society</i>, New York, AMACOM, American Management Association, 2006 7. Anglo-Eastern Ship Management Limited, ISWAN, WISTA , <i>Gender Diversity</i>, 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., <i>Organizational Behaviour</i>, New Jersey, Parson Education Inc., 2011 9. Sandberg, S. <i>Lean in: Women, Work and the Will to Lead</i> Knopf, 2013, ISBN-13: 978-0385349949 10. Kay, K., Shipman, C., <i>The Confidence Code: The Science and Art of Self-Assurance: What Wome Should Know</i> Harper Business, 2014 ISBN-13:9780062230645 11. Boeri, T., Patacchini, E., Peri, G. (Eds.), <i>Unexplored Dimensions of Discrimination</i>, 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

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	

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	

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	Case Studies Discussion Case Studies From Experienced Seagoing Staff and How to Respond for a Successful Career	I
5	Gender Equity Problems - Gender Stereotypes - Feminine ethics	II
6	Gender Bias and Problems Encountered During Duties	II
7	Overcoming Gender Equity Problems On Board - Case studies emphasizing on gender equity - Tips to cope with gender bias	II
8	MID-TERM EXAM	I-II
9	Leadership and Coping with Obstacles - Social Obstacles - Cultural Obstacles - Practical Obstacles	III
10	Gender Bias and Problems Arising from Them	III
11	Critical Issues in Maritime Leadership	III
12	Women Maritime Leadership - Introducing inspirational role models - Case studies	IV
13	Integration of Women into Maritime Professions	IV
14	Coping with the Obstacles - Prejudice - Mobbing - Harassment	IV

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

	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

Course Outcomes	Programme Outcomes							
	I	II	III	IV				
a								
b								
c								
d								
e								
f								
g								
h								
i								
j								
k								
l								
m								

<u>Prepared by</u>	<u>Date</u>	<u>Signature</u>
--------------------	-------------	------------------