

LAS6905- Section #5505
Fundamentals of the Latin American Workplace

Dr. Mary Risner 370A Grinter Hall University of Florida mrisner@latam.ufl.edu	Spring Warrington Module 3 Online: 1-credit Office Hours: Thursdays 12:00- 2:00, Grinter Hall 370/By appointment through Zoom
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Dr. Risner is the instructor for this online course. Please e-mail (directly or within the Canvas messaging system) to make an appointment to meet in Zoom. You can also post course-related questions to the *Water Cooler Forum*. This course will be primarily asynchronous, but not self-paced. There are weekly assignments and deadlines that will be listed in the Course Overview and in Canvas modules. There are four synchronous sessions when students and instructor meet, which will feature virtual industry speakers. Those session dates will be listed in advance in the online course shell and the course welcome message so that students can schedule their time accordingly.

Description

This course provides an overview of key components of Latin American organizational culture through readings, discussions and interactions with industry professionals working in or with the region in business or non-profit contexts. It is a one-credit course for those interested in global careers and learning about the cultural aspects of the Latin American workplace and exploring professional opportunities related to the region.

Some questions we aim to answer in this course are:

- 1) What are key cultural factors to be aware of to work in Latin America or with Latin Americans?
- 2) What are the emerging industries in Latin America?
- 3) Which Latin American firms have a strong presence In Florida?
- 4) What are some career possibilities tied to the Latino community in the U.S.?
- 5) How does one stay abreast of Latin American business developments and career opportunities?

- 6) How can you build your personal brand and professional network to prepare for your future career working with Latin America or the Latino market?

Themes on which assignments and postings will be based:

- Why Latin America is important to the U.S.?
- Intercultural competence and language skills in the workplace
- Regional Diversity of Latin America
- Latin American Industry in Florida/US - Career Opportunities
- Top/emerging industries in Latin America
- Characteristics of Organizational culture -Latin America
- Latino Market in the US
- Global Leadership in the Latin American context

REQUIRED TEXTS

This course does not use a textbook, but readings and web materials from various sources that are listed under each week along with assignments. **Students are expected to have a working camera, headset or microphone and speakers during synchronous (online) sessions with the virtual guests.**

COURSE GRADING/ASSIGNMENTS:

Discussion Posts 5 POINTS x 5= 25

One of the expectations for this course involves reflection on course content and interaction with business alumni and other professionals that join us to share their perspectives. You will respond to a prompt related to the week's topic and comment on one classmate's post. Posts will be graded for - a) articulation of how you relate course topics to your experiences and professional life b) grammar, organization, and clarity of communication c) inclusion of other resources and appropriate references to course materials or other resources contributed.

Industry Guest Sessions 5 POINTS X 4= 20

There will be four synchronous sessions with virtual industry guests included in the course, to which attendance is required. The dates will be provided at the onset of the course so all students can arrange to be present for those events. All guests are UF alumni who have or are currently worked within a Latin American context. They are eager to interact with students and share their experiences related to the weekly topics as well as respond to questions students have on global careers working with Latin America and beyond.

LinkedIn Profile Submission and Review of Peers (10)

Some of the weekly assignments will guide you in developing or improving a LinkedIn profile. It will give you a chance to reflect on your accomplishments thus far in your college career and organize your thoughts about the knowledge, skills, and experience you can bring to an organization as you set out on your global business career. Such reflection will aid you in communicating your strengths to prospective employers in job interviews and it is a product you can continue developing over time.

Individual interview and report with business person/alum working in or with Latin America (15)

For this assignment you will peruse the *UF Latin American Career LinkedIn* group to identify an alum who is working with Latin America whose profile is of interest to you. You will schedule an interview by phone, Zoom, or e-mail to inquire about their career trajectory including the successes and challenges they have faced and any other questions that would benefit your personal interests and career goals. You will write a 1-2 page single-spaced paper summarizing what you learned from the industry individual and how that information might help you as you continue your studies and career planning. You will upload the document to Canvas. *If you know of an individual working with Latin America who you would like to interview, that is fine as well.

Virtual Small Group Meeting with Latin American Business Professor (15)

For this activity, you will work in small groups to set up a Zoom or WhatsApp call with a Latin American professor working in or with the region. We have a variety of professors from different countries that I have identified. Perspectives from these professors should provide you with unique insights compared to your conversations with industry alumni.

Reflection on Course (15)

Students submit a one-two page single-spaced summary of what they felt was valuable to them in the course and suggest what might be added or modified to benefit future students. An outline of points to cover will be provided in the Canvas course shell.

COURSE POLICIES

Attendance

Requirements for class attendance and make-up exams, assignments, and other work in this course are consistent with university policies that can be found at:

<https://catalog.ufl.edu/ugrad/current/regulations/info/attendance.aspx>

Grading

The following grading scale will be used:

A	100 %	to 94.0%
A-	< 94.0 %	to 90.0%
B+	< 90.0 %	to 87.0%
B	< 87.0 %	to 84.0%
B-	< 84.0 %	to 80.0%
C+	< 80.0 %	to 77.0%
C	< 77.0 %	to 74.0%
C-	< 74.0 %	to 70.0%
D+	< 70.0 %	to 67.0%
D	< 67.0 %	to 64.0%
D-	< 64.0 %	to 61.0%
F	< 61.0 %	to 0.0%

Total points will be converted to grades according to

<https://catalog.ufl.edu/ugrad/current/regulations/info/grades.aspx>

Assignments should be presented in a neat and concise manner. UF students are bound by The Honor Pledge which states, "We, the members of the University of Florida community, pledge to hold ourselves and our peers to the highest standards of honor and integrity by abiding by the Honor Code. On all work submitted for credit by students at the University of Florida, the following pledge is either required or implied: "On my honor, I have neither given nor received

unauthorized aid in doing this assignment.” The Honor Code (<http://www.dso.ufl.edu/sccr/process/student-conduct-honor-code/>) specifies a number of behaviors that are in violation of this code and the possible sanctions. Furthermore, you are obligated to report any condition that facilitates academic misconduct to appropriate personnel. If you have any questions or concerns, please consult with the instructor or TAs in this class.

Accommodations

Students with disabilities requesting accommodations should first register with the Disability Resource Center (352-392-8565, www.dso.ufl.edu/drc/) by providing appropriate documentation. Once registered, students will receive an accommodation letter which must be presented to the instructor when requesting accommodation. Students with disabilities should follow this procedure as early as possible in the semester.

Course Evaluations

Students are expected to provide professional and respectful feedback on the quality of instruction in this course by completing course evaluations online via GatorEvals. Guidance on how to give feedback in a professional and respectful manner is available at <https://gatorevals.aa.ufl.edu/students/>. Students will be notified when the evaluation period opens, and can complete evaluations through the email they receive from GatorEvals, in their Canvas course menu under GatorEvals, or via <https://ufl.bluera.com/ufl/>. Summaries of course evaluation results are available to students at <https://gatorevals.aa.ufl.edu/public-results/>.”

Campus Resources:

Health and Wellness

U Matter, We Care:

If you or a friend is in distress, please contact umatter@ufl.edu or 352 392-1575 so that a team member can reach out to the student.

Counseling and Wellness Center: <http://www.counseling.ufl.edu/cwc/Default.aspx>, 392-1575; and the University Police Department: 392-1111 or 9-1-1 for emergencies.

Sexual Assault Recovery Services (SARS)
Student Health Care Center, 392-1161.

University Police Department, 392-1111 (or 9-1-1 for emergencies).
<http://www.police.ufl.edu/>

Academic Resources

E-learning technical support, 352-392-4357 (select option 2) or e-mail to Learning-support@ufl.edu. <https://elearning.ufl.edu/student-help/student-help-faqs/>

Career Resource Center, Reitz Union, 392-1601. Career assistance and counseling. <https://career.ufl.edu>

Library Support, <http://cms.uflib.ufl.edu/ask>. Various ways to receive assistance with respect to using the libraries or finding resources.