



EXTENDED CAMPUS

COLLEGE of PROFESSIONAL
and CONTINUING STUDIES

HR 5023-491: Research in Human Relations

Course Description:

This online course is designed to prepare students to engage in a range of research endeavors utilizing different research designs, data gathering tools, sampling frames, and data analysis strategies. Social research will be examined from both quantitative and qualitative perspectives. You generally may work at your own speed but you must submit your work on time.

Course Dates:

January 2 – April 30, 2018

Last day to enroll or drop without penalty: December 4, 2017

Site Director:

This is a three-credit hour online course. Please see your local Site Director or e-mail our online site coordinator at aponline@ou.edu

Professor Contact Information:

Course Professor:	Jody Worley, Ph. D.
Mailing Address:	University of Oklahoma 4502 E. 41 st Street, 1J24 Tulsa, OK, 74035
Telephone Number:	(918) 660-3486
Fax Number:	(918) 660-3490
E-mail Address:	jworley@ou.edu
Virtual Office Hours:	M-F 9-5 CST
Professor availability:	The professor will be available via e-mail to students during the above listed Virtual Office Hours and other methods by arrangement.

Textbook(s) and Instructional Materials:

Student materials are available at the OU Follett Bookstore located at 1185 Asp Avenue; Norman, OK, and can be ordered online, by phone, by email, or by fax. Ordering online at <http://www.bkstr.com/oklahomastore/home> is strongly recommended – students can track the status of their order within 48 hours. If an order has not been shipped within three days, students can contact the Follett textbook manager by phone (405) 325-3511, (800) 522-0772 (toll-free) or email 0831mgr@fheg.follett.com. Phone orders (ask for the textbook manager and identify yourself as an Advanced Programs student) can be placed 8 a.m. to 6 p.m. Monday through Thursday; 8 a.m. to 5 p.m. on Friday; 10 a.m. to 4p.m. on Saturday (CST). Summer hours: 9 a.m. to 5 p.m. Monday through Friday (CST). Fax orders can be placed 24 hours a day at (405) 325-7770. Text prices are available online.

1. Rosnow, R., & Rosenthal, R. (2012). *Beginning behavioral research: A conceptual primer* (7th ed.). Old Tappan, NJ. Pearson. ISBN 9780205810314.
2. Materials posted on the OU Canvas learning management system: Access Canvas at <https://canvas.ou.edu>, enter your OU NetID and password, and select course to access material. If

you require assistance with Canvas, please click on the Help icon. You can search the Canvas guides, chat with Canvas support, or contact OU IT.

Note: Follett is the Advanced Programs contractual textbook provider. Should text changes become necessary after publication of the course syllabus, Advanced Programs will facilitate text returns/refunds only for texts purchased through Follett.

OU E-Mail:

All official correspondence from distance learning instructors will be sent only to students' ou.edu address.

Online Orientation:

The College of Arts and Sciences offers an online orientation for students who are enrolled in online or blended courses. The purpose of the orientation is to ensure that students are well prepared both technically and practically to take online courses. The orientation can be found on their website at:

<http://www.ou.edu/content/cas/online/student-online-orientation.html>

The College of Arts and Sciences Online and Academic Technology Services office is here to assist you with any questions, problems, or concerns you may have. For assistance visit their website at

<http://www.ou.edu/content/cas/online/student-information.html> or contact them by telephone at: (405) 325-5854 or email: casonline@ou.edu

Course Goals or Overview:

To create technically proficient social science consumers

Course Objectives:

- To prepare human relations professionals to be both a consumer and producer of applied research to the human condition.
- To prepare human relations professionals to understand the theoretical issues of inquiry relative to research design.
- To demonstrate an understanding of the scientific method.
- To understand issues of validity and reliability.
- To demonstrate a thorough understanding of the ethical issues relevant to social research.
- To develop a research project and appropriate methodological design to evaluate the research question.
- To demonstrate an understanding of basic descriptive and inferential statistics.

Course Outline:

Unit One – Getting Started

- The types and uses of social research.
- The relationship between theory and research.
- Selecting researchable topics and questions.
- Ethics and social research.

Unit Two – Observational Methods and Measurement: Questionnaires and Structured Interviews

- Strategies of systematic observational research.
- Questionnaires, surveys and self-report measures.
- Reliability and validity in measurement and research.
- Qualitative interviewing.

Unit Three – Design and Implementation

- Randomized experiments and causal inference.
- Non-randomized research and causal reasoning.

- Random and non-random sampling strategies

Unit Four –Describing Data and Making Inferences

- Summarizing and describing data.
- Correlating variables.
- Statistical significance, effect size, and power analysis.
- Communicating research findings.

Assignments, Grading, and Due Dates:

Work to Be Completed before Course Start Date:

Before the first day of the course, you should have read the first three chapters of Rosnow and Rosenthal (2008). Questions will be based on the readings from this book.

Unit Project Assignments:

At the end of each month in the course, you will submit all of your work from each of the lessons that comprise the unit work for that month. There are four unit project assignment due dates, one for each of the units. Each unit includes three or four lesson assignments. There are a total of four units, and 15 lessons (see the course outline above). The lesson assignments are not necessarily cumulative but things that you learn in earlier units/lessons will need to be understood for later units/lessons. These project assignments are “open book” and “open notes”. They constitute 100% of your final grade. Your completed work for each lesson must be uploaded to the Canvas webpage before midnight on the due date. Any late papers will have one letter grade deducted from its score, so please plan ahead. Don’t wait until 11:59 on the due date and then discover that your “computer is down” or that you “have the flu.” I strongly encourage you to complete each lesson assignment before moving on to the next lesson, and turn your work in early if at all possible.

For each unit, I will post notes, reading assignments, and project assignments for each lesson on D2L in the week prior to the beginning of the unit. That will allow you to work ahead a little bit. In general, you should complete one lesson each week to stay on track for the course.

Assignment	Due Date	Percent of Grade
Unit 1	January 31, 2018	25
Unit 2	February 28, 2018	25
Unit 3	March 30, 2018	25
Unit 4	April 30, 2018	25

Grading:

This is a letter-graded course: A, B, C, D, or F. The standard convention for assigning letter grades for the course will be followed:

- A = 90% - 100% of total points possible
- B = 80% - 89%
- C = 70% - 79%
- D = 60% - 69%
- F < 60%

Notice: Failure to meet assignment due dates could result in a grade of I (Incomplete) and may adversely impact Tuition Assistance and/or Financial Aid.

Policy for Late Work:

Please contact the professor regarding his/her policy for late work

Attendance Policy:

In addition to interaction via Desire2Learn and E-mail contact, students are required to contact the instructor via E-mail or telephone **before** the beginning of the course term for an initial briefing. Although physical class meetings are not part of this course, participation in all interactive, learning activities is required.

Student assignments and student/instructor communications will be conducted via Desire2Learn, although students may contact the instructor via telephone, postal mail, e-mail, or fax as needed

Incomplete Grade Policy:

A grade of “I” is not automatically assigned, but rather must be requested by the student by submitting to the instructor a “Petition for and Work to Remove an Incompleted Grade” form. An “I” can never be used in lieu of an “F” nor can an “I” be assigned because of excessive failure to participate in class activities.

Technical Support Information:

If you experience technical problems, contact Information Technology by visiting their website at: <http://webapps.ou.edu/it/> or contacting them by telephone at: (405) 325-HELP (4357).

POLICIES AND NOTICES

Attendance/Grade Policy

Note: Attendance/absences do not apply to online courses. However, participation in all course activities is extremely important to student success in online courses.

Excused absences are given for professor mandated activities or legally required activities such as emergencies or military assignments. It is the policy of the University to excuse absences of students that result from religious observances and to provide without penalty for the rescheduling of examinations and additional required class work that may fall on religious holidays. Unavoidable personal emergencies, including (but not limited to) serious illness; delays in getting to class because of accidents, etc.; deaths and funerals, and hazardous road conditions will be excused.

If you are obtaining financial assistance (TA, STAP, FA, VA, Scholarship, etc.) to pay all or part of your tuition cost, you must follow your funding agency/institution's policy regarding "I" (Incomplete) grades unless the timeline is longer than what the University policy allows then you must adhere to the University policy. Students who receive Financial Aid must resolve/complete any "I" (Incomplete) grades by the end of the term or he/she may be placed on "financial aid probation." If the "I" grade is not resolved/completed by the end of the following term, the student's Financial Aid may be suspended make the student ineligible for further Financial Aid.

Students are responsible for meeting the guidelines of Tuition Assistance and Veterans Assistance. See the education counselor at your local education center for a complete description of your TA or VA requirements.

Academic Integrity and Student Conduct

Academic integrity means honesty and responsibility in scholarship. Academic assignments exist to help students learn; grades exist to show how fully this goal is attained. Therefore all work and all grades should result from the student's own understanding and effort.

Academic misconduct is any act which improperly affects the evaluation of a student's academic performance or achievement. Misconduct occurs when the student either knows or reasonably should know that the act constitutes misconduct. Academic misconduct includes: cheating and using unauthorized materials on examinations and other assignments; improper collaboration, submitting the same assignment for different classes (self-plagiarism); fabrication, forgery, alteration of documents, lying, etc...in order to obtain an academic advantage; assisting others in academic misconduct; attempting to commit academic misconduct; destruction of property, hacking, etc...; intimidation and interference with integrity process; and plagiarism. All students should review the Student's Guide to Academic Integrity at http://integrity.ou.edu/students_guide.html

Students and faculty each have responsibility for maintaining an appropriate learning environment. All students should review policies regarding student conduct at <http://studentconduct.ou.edu/>

Accommodation Statement

The University of Oklahoma is committed to making its activities as accessible as possible. For accommodations on the basis of disability, please contact your local OU Site Director.

Adjustment for Pregnancy/Childbirth-Related Issues

Should you need modifications or adjustments to your course requirements because of documented pregnancy-related or childbirth-related issues, please contact me as soon as possible to discuss. Generally, modifications will be made where medically necessary and similar in scope to accommodations based on temporary disability. Please see <http://www.ou.edu/content/eoo/faqs/pregnancy-faqs.html>.

Title IX Resources

For any concerns regarding gender-based discrimination, sexual harassment, sexual misconduct, stalking, or intimate partner violence, the University offers a variety of resources, including advocates on-call 24/7, counseling services, mutual no-contact orders, scheduling adjustments, and disciplinary sanctions against the perpetrator. Please contact the Sexual Misconduct Office at smo@ou.edu or (405) 325-2215 (8-5), or the Sexual Assault Response Team at (405) 615 -0013 (24/7) to report an incident. To learn more about Title IX, please visit the Institutional Equity Office's website at <http://www.ou.edu/content/eoo.html>

Course Policies

Advanced Programs policy is to order books in paperback if available. Courses, dates, and professors are subject to change. Please check with your OU Site Director. Students should retain a copy of any assignments that are mailed to the professor for the course.

Any and all course materials, syllabus, lessons, lectures, etc. are the property of professor teaching the course and the Board of Regents of the University of Oklahoma and are protected under applicable copyright.

For more information about Advanced Programs, visit our website at: <http://www.goou.ou.edu/>

INSTRUCTOR VITA

Jody Worley, Ph.D.

Education

2006, Ph.D., Educational Psychology-Research Methods and Evaluation, Oklahoma State University, Stillwater, OK

Current Positions

- Associate Professor, University of Oklahoma, Human Relations Department
- Advanced Programs Professor since 2007

Frequently taught Advanced Programs

- HR5023 Research in Human Relations
- HR5323 Organizational Behavior
- HR5053 Diversity and Justice in Organizations

Major Areas of Teaching and Research Interest

- Research Methods
- Advanced Research Methods
- Statistics
- Organizational Behavior
- Work and Life Integration
- Diversity and Justice in Organizations

Representative Publications and Presentations

Go to <http://humanrelations.ou.edu/jody-worley> for a recent list of peer-reviewed journal publications, book chapters, funded research activities, selected technical reports, selected conference presentations, and honors/awards received.