

The University of Oklahoma

College of Continuing Education

Advanced Programs – Course Syllabus

Course Title:

Research in Human Relations

Course Number:

HR 5023-228

Course Description:

This course provides an introduction to the concepts of research design, methodology, sampling techniques, measurement, internal and external validity and the scientific method in problem solving. This course will also offer a critical analysis of research studies. The quantitative portion of the class will focus on descriptive calculations and the use and interpretation of inferential statistics.

Class Dates, Location and Hours:

Dates: July 11 – 16, 2017

Location: Lakenheath, England. See Site Director for classroom location.

Hours: Tuesday - Friday 6:00-9:30 pm; Saturday and Sunday 8:30 a.m.-4:30 p.m.

Last day to enroll or drop without penalty: June 12, 2017

Site Director:

Email: aplakenheath@ou.edu . Phone: 44-1638-52-6186; DSN 226-6186.

Professor Contact Information:

Course Professor: C. Kenneth Meyer, Ph.D.

Mailing Address: 4917 Twana Drive
Des Moines, IA 50310

Telephone Number: (515) 276-3097

Email Address: Kenneth.meyer@drake.edu

Professor availability: The professor will be available via email to students before and after the class sessions. On-site office hours are half an hour before and after each class session, by appointment.

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 4 p.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.

Gay, L.R., Airasian, P.W., & Mills, G. (2015). *Educational research: Competencies for analysis and applications* (11th ed.) Upper Saddle River, NJ: Prentice Hall. ISBN 9780134041032.

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.

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 professional to understand the theoretical issues of inquiry.
- To study and demonstrate an understanding of the scientific method.
- To understand issues of validity and reliability.
- To develop a research question with hypotheses.
- To study and demonstrate an understanding of basic descriptive and inferential statistics.

“No pleasure is comparable to the standing upon the vantage ground of Truth”. Francis Bacon

Assignments, Grading and Due Dates:

In the period of time available for research methods, it will be impossible for us to cover all the information in the textbook. Therefore, before the first day of class, you should have read the each chapter. However, for the statistics chapters, do not worry if each detail is understood since these readings will form the basis for class lectures and discussions.

Students will critically evaluate empirical published research using a guide provided by the instructor.

1. Final Examination, numerical scoring – last day of class.
2. Oral Presentation of a student critique of published research – numerical scoring – last day of class.

Assignment	Due Date	Percent of Grade
Required reading	Prior to first day of class	Required
Participation	Duration of Class	20%
Final examination	Last day of class	40%
Oral presentation	Last day of class	40%

Grading:

This is a letter-graded course: A, B, C, D, or F.

This course is graded as follows:

Grade	Percentile
A	$\geq 90\%$
B	$\geq 80\% < 90\%$
C	$\geq 70\% < 80\%$
D	$\geq 60\% < 70\%$
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.

POLICIES AND NOTICES

Attendance/Grade Policy

Attendance and participation in interaction, individual assignments, group exercises, simulations, role playing, etc. are valuable aspects of any course because much of the learning comes from discussions in class with other students. It is expected that you attend all classes and be on time except for excused emergencies.

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 making 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. Advanced Programs does not provide duplicating services or office supplies.

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

C. Kenneth Meyer, Ph.D.

Education

- 1979 Ph.D. in Political Science, The University of Oklahoma
- 1970 M.P.A., Master of Public Administration, The University of Oklahoma
- 1969 M.A. in Political Science, The University of Oklahoma
- 1965 B.A. in Social Science, St. Thomas University, St. Paul, MN

Current Positions

Thomas F. Sheehan Distinguished Professor of Public Administration, Department of Public Administration, Drake University, Des Moines, Iowa

Frequently Taught Advanced Programs Courses

- HR 5023 Research in Human Relations
- PSC 5243 Managing Public Programs
- PSC 5143 Program Evaluation
- PSC 5253 Human Resource (Personnel) Administration
- PSC 5173 Bureaucracy and the Policy Process
- PSC 5913 Introduction to Analysis
- HR 5023 Research in Human Relations
- HR 5110 Human Resource Development

Major Areas of Teaching and Research Interest

- Leadership and management issues in complex organizations
- Applied decision-making in public, private and non-for profit organizations
- Research methods and quantitative and qualitative analysis
- Violence and authority
- Workplace transformation
- Urban planning and administration
- Human resource management and development
- Workplace issues in contemporary society

Representative Publications and Presentations

Recent Books:

- Co-Author, *Managing Public Service Organizations*, Millennium HRM Press, Inc., 2009
- Co-Author, *Human Relations in Action*, Millennium HRM Press, Inc., 2010
- Co-Author, *Managing People as Assets*, Millennium HRM Press, Inc., 2011.
- Co-Author, *Conducting the People's Business*, Millennium HRM Press, Inc., 2011
- Co-Author, *Nonprofit Management and Leadership*, Millennium HRM Press, Inc., 2013.
- Co-Author, *Solving Public Management Problems*, Millennium HRM Press, Inc., 2015
- Co-Author, *Understanding Nonprofit Organizations* (Steve J. Ott and Lisa Dicke), Westview Press, 2016.
- Co-Author, *The Craft of Public Administration*, 11th Edition, with John Rouse, Forthcoming, 2016
- Co-Author, *Experiencing Public Service Organizations*, Millennium HRM Press, Inc., 2016.
- Other Authored Books: A complete listing of the 26 books by Meyer are available upon request.

Selected Recent Articles:

- Co-author, "Disabled Laborers and the Equal Employment Opportunity Nightmare," *Journal of Diversity Management*, (Forthcoming, 2016).

- Co-author, “Small Business Strategy in India: The Case of Café’ Central,” *Proceedings of the American Society of Business and Behavioral Sciences*, Las Vegas, Nevada, February, 2016.
- Co-author, “The Nuts and Bolts of an Effective Internship Program,” *The Journal of Business Case Studies*, Spring, 2016.
- Co-author, “The Strategy of Sustainable Waste Management: Landfill Management, Recycling, Reduction, and Pollution Prevention,” *Journal of Business Case Studies*, (Forthcoming, 2015)
- Co-author, “Historical Stream in the Development of ‘Economic Theory’” (Forthcoming, 2016)
- Co-author, “On Violence against Authority: Management, Policy and Research Implications,” *International Journal of Management and Information Research*, Vol. 19, No. 1, Second Quarter, 2015.
- Co-author, “Landfill Management, Recycling, and Sustainability: Waste Management, Reduction, and Pollution Prevention,” *Journal of Sustainability Research*, 2015.
- Co-author, “From Dan to Danita: LGBT Based Discrimination to Issues of Religious Freedom,” *Journal of Diversity Management*, Fall, 2014.
- Co-author, “Thin Blue Line or Thick Blue Wall?” *Journal of Business Case Studies*, Fall, Vol .11, No. 1, 2014.
- Co-author, “On Violence against Authority,” Proceedings, the Clute Institute International Business and Education Conferences, Las Vegas, Nevada, 2014.
- Co-author, “Talking Trash: Ethics, Sustainability, Recycling, and Organizational Trustworthiness,” *Journal of Sustainability Management*, 2(2) 2014.
- Co-author, “Discrimination in the Workplace: Real or Imagined?” *Journal of Diversity Management*, 9(2) 2014.
- Co-author, “Strategic Planning at UnityTrust Hospital,” *Journal of Business and Behavioral Sciences*, February, 2015.
- Co-author, “The Senior Shuffle: Connecting Public Policy to Universal Design, Sustainability, Health Management, and Aging in Place,” *Journal of Business Case Studies*, 10(4), 2014
- Co-author, “Grass” by any other Name: Xeriscape and Sustainability,” *Journal of Sustainability Research*. Summer, 2014.
- Co-author, “Eupsychian Management: Organizational Change, Behavior, Motivation and Trust,” *Journal of Business Case Studies*, Summer, 2014.
- Co-author, “Water by Any Other Name: Xeriscape, Conservation and Water Policy,” The American Society of Business and Behavioral Sciences, February 15-18, 2014, Caesars Palace, Las Vegas, Nevada
- Co-author, “Eupsychian Management: Organizational change, Behavior, Motivation and Trust,” The 2013 Clute Institute International Conference, The Mirage Hotel and Resort, September 22-25, 2013, Las Vegas, Nevada.
- Co-author, “Trustworthiness, Justice and the Mediating Lens,” *International Journal of Management and Information Systems*, Spring 2013.
- Co-author, “Immigration and Diversity,” *Journal of Business and Behavioral Sciences*, Vol 25; No 2; Fall 2013.
- Co-author, “Trustworthiness, Justice and the Mediating Lens,” Proceedings of the ASBBS 17th International Conference http://www.asbbs.org/files/2013/ASBBS_2013_INT_PROG.pdf
- Co-author, “An Introduction to Nonprofit and Public Sector Human Resources Management,” in *Nonprofit Management: Leading 21st Century Organizations*, Millennium HRM Press, Inc., (2013).
- Co-author, “Nonprofit and Public Sector Human Resources Management: A Comparative Analysis,” *International Journal of Management & Information Systems*, Summer 2013
- Co-author, “Understanding What Differentiates Nonprofits From Other Public Sector Entities,” Clute Institute Proceedings, 2012.
- Co-author, “The Rise of Statistical Testing in Public Administration Research and Why it is a Mistake,” *Journal of Business and Behavioral Sciences*, Spring 2013:1-20
- Co-author “Nonprofit Organizations in a Human Resources Management Context: Understanding What Differentiates Nonprofits from Other Public Sector Entities,” *International Journal of Management & Information Systems*, Summer, 2013.

- Co-author, Conference Proceedings, Nonprofit organizations in a Human Resources Context: Understanding What Differentiates Nonprofits from Other Public Sector Entities, Las Vegas International Academic Conference, Las Vegas, Nevada USA 2012.

Recent presentations

- Presenter, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, February, 2016.
- Presenter, Human Resource Management, Certified Public Management Program, State of Iowa, Des Moines, Iowa, February, 2016.
- Presenter, Change Management, Certified Public Management Program, State of Iowa, March, 2016.
- Keynote Address, “The Administration of Evil: The Bunkhouse in Atalissa,” ASBBS International conference, Venice, Italy, June, 2015.
- Presenter, “Historical Stream in the Development of ‘Economic Theory’” ASBBS National Conference, Caesars Hotel, Casino and Resort, February, 2014.
- Keynote Address, “Violence in American Society—Data versus Perception,” ASBBS National Conference, Caesars Hotel, Casino and Resort, February, 2015.

Representative Honors and Awards Received

- “International Green Apple Award,” for Environmental Best Management Practice, British Parliament, Fall, 2006
- Teacher of the Year, College of Health and Pharmacy, Drake University, 2005
- Nominee, Madelyn Levitt Teacher of the Year Award, Drake University, 1996-200; 2006
- Outstanding Teacher of the Year Award, 1996-1997, Drake University, April 8, 1997; 2002; and 2008
- Regents’ Award for Superior Teaching, The University of Oklahoma, 1986
- American Society for Public Administration, Outstanding Contribution Award, 1983
- National Science Foundation Fellowship, The University of Oklahoma, 1969
- Pi Alpha Alpha, National Honorary Society for Students in Public Administration and Public Affairs
- Pi Sigma Alpha, National Political Science Honorary Society
- Beta Gamma Sigma, National Business Honorary Society
- The Harry I Wolk Distinguished Research Award, Spring, 2002, 2016

Major Professional Affiliations

- National Association of Schools of Public Affairs and Administration (NASPAA), Executive Council Member, 1988-1991
- American Society of Public Administration, 1965-present
- International Personnel Management Association, 1993-present
- Industrial Relations Research Association, 1997-present

Dr. C. Kenneth Meyer, BA, MA, MAPA, Ph.D., is Thomas F. Sheehan Distinguished Professor of Public Administration, Department of Public Administration, Drake University, Des Moines, Iowa. Previously, he held teaching, research, and administration positions at The University of Oklahoma, Winona State University, State University of New York, and the University of South Dakota. His research covers the areas of violence and the police, social indicator and quality of life measurement and evaluation, voting behavior, human resource management, and public and private management-areas in which he has over 300 publications. In addition, he has done extensive consulting in the areas of public policy analysis and administrative organization and development at the state and regional levels of government. He previously served on the Executive Council of the National Association of Schools of Public Affairs and Administration (NASPAA), and presently serves on a number of national committees with the American Society for Public Administration.

His most recent publications include "Violence Against Authority: An Analysis of Violence at the Street Level", "Norms of Professional Behavior in Highly Specialized Organizations," "An Organizational Perspective on Training and Development in the Public Sector," "Situational Effects

in Police Officer Assaults: The Case of Patrol Unit Size," "Sports, Politics and Other Gold Rush Games: Why the Bad guys are Increasingly Winning," and "Violence at the Street Level: An Analysis of Police Officer Casualties and Fatalities," *Practicing Public Management*, and numerous cases studies that were co-authored with Professor Lance Noe, such as: "Aids in the Public Workplace;" "Creating a "New" Olin County Metroplex;" "The Loophole That Works 24-7 Without Benefit;" "The Dress Dress Code;" "Throwing the First e-stone;" "Competition from Behind Bars;" "The Healthcare Dilemma;" "New Direction for the Department of Personnel," "Security and the Street Level Bureaucrat," "Bad Rules, Bad Employees or Is that a Motel 24 I see up There." "To Separate With or Without Voice is the Question or A Collision of Bureaucratic and Professional Norms," "Between a Rock and a Bolder," "Long Distance Management," "Goats, Guns and Gas."

In addition, he co-authored these cases: "Bureaucracy and Babyfication," "Chartering New Ground," "This land is Your Land," "Contagious Neighborhoods," "When the Funding Stops," "An Ethical Dilemma or a Matter of Judgment" and, "E-Government;" "Jane's Jam," "Rules for Survival," "Paradise Lost for Some," "Saving Grace?" "Equal or Preferential Treatment?" "Leadership and Sustainability," "Is This Really Happening?" "All in the Family," "Freda is Sick Again," "Waiting for "Jim Crow," "Jimmy's 49 Questions: Team Interviewing," "Defining the Boundaries of Harassment," "When the Disease Hits Home," "Friendships on the Job," "Conflicting Values," "A Hard Pill to Swallow," "What is Right with Rights?" Long Distance Management," "When the Funding Stops," and "E-Government," "Jimmy's 49 Questions: Team Interviewing," "Jane's Jam," "Leadership and Sustainability," "What Color is Your Coded Message," "Rules for Survival," "Employee Health Benefits," "All in the Family," "Eminent Domain," "Meet Me at the Elysium," "When the Disease Hits Home," "The Many Faces of Discrimination," "What Goes on Here, Doesn't Stay Here," "Check-out for the Old Library," "When the Disease Hits Home," "Saving Grace," "No Welcome Wagon Here," "A Question of Contamination," "Retreat at lake Clearwater," "Leadership and Sustainability," *Bad Feng Shui*," "All in the Family," "Equal or Preferential Treatment," "What Color is Your Coded Message," "Rules for Survival," "Eminent Domain or *Dominium Eminens*," "Paradise Lost for Some," and "Employee Health Benefits," "Meeting the Press," "Jimmy's 54 Questions: Team Interviewing," "Employee health Benefits," "Coproducton for Marrsville?" "Going Bare," "Conflicting Values," "An Illegal Order," "Jane's Jam," "Is This Really Happening?" "Leadership and Sustainability," "When the Disease Hits Home," "Straddling Both Sides of the Fence," "Defining the Boundaries of Harassment," "A Hard Pill to Swallow," "Best Friends on the Job," "Union Negotiation: Not a Science," "It's Simply Putting 'Asses' in Seats," "Workplace Prank or Crime?" "Sustaining Ergonomics in the workplace," "How High is the Water?" "Return of the Iron Horse," "A Picture is Worth a Million Words," "Uniform Policies for All," "Managerial Succession," "The Expectant Mother," "Lingering 9-11 Concerns," "Was her Privacy Violated?" "City Collective Bargaining," "A Taxing Situation," and "Dynamic Co-Creation: Building a Competitive Economy," and many other cases written in the area of decision making, leadership style, administration discretion and health law, union contract negotiation, and cutback management. Professor Meyer has written over 280 case studies during his academic career.

Also, he co-authored a number of cases with Jeff Geerts: "*Kaizen* Goes Public," "The Political Process Gets Canned," "Balancing Life and Work," and, "Earmarked, Dedicated, and Violated." Also, he presented with Jeff Geerts and R. Parsa, "An Empirical Examination of Medical Waste Policy, Regulations and Practices: The Case of Iowa, presented at the Tenth Annual Meeting of the American Society of Business and Behavioral Sciences, Las Vegas, Nevada, February 20-24, 2003, and Co-presented "Common Misinterpretations of the Outcomes of Statistical Significance Tests in Marketing and Public Administration Research, presented at the Tenth Annual Meeting of the American Society of Business and Behavioral Sciences, Las Vegas, Nevada, February 20-24, 2003; and "Global Management Learning: Studying Management and Public Policy Issues Abroad," American Society of Business and Behavioral Sciences, 8th International Conference, Bankside House, London School of Economics, August 5, 2005; and "Innovations in Global Learning: Turning Dreams into Reality," American Society of Business and Behavioral Sciences, 9th International Conference, Bankside House, London School of Economics, August 11-12, 2006; and "Global Leadership, Management and Policy: Learning Enrichment," American Society of Business and Behavioral Sciences, 13th Annual Conference, Las Vegas, Nevada, February 23-26, 2006; "Management Across Boundaries: Building the Healthy Community of Tomorrow," American

Society of Business and Behavioral Sciences, 14th International Conference, Waikiki Beach Marriott Resort, June 28-29, 2007; “The Importance of Replication Research and Its Publication Frequency in Marketing and Public Administration,” presented at the 14th Annual Conference of ASBBS, Las Vegas, Nevada, February 22-25, 2007; “The Popularity of Statistical Significance Testing,” International Business and Economics Conference, October, 2009; “The Diffusion of Statistical Significance Testing in Economics,” presented at the 16th Annual Meeting of ASBBS, February 19-22, 2009, Las Vegas, Nevada; and “Reaction Against the Almost Universal Adoption of Null Hypothesis Statistical Testing (NHST) for Certifying Knowledge Claims,” 18th Annual Meeting of The American Society of Business and Behavioral Sciences, Las Vegas, Nevada, February, 2011; “The International Dimensions of Global Education, Management and Leadership,” ASBBS 15th International Conference, Berlin, Germany, June 21-24, 2012; “Immigration and Diversity,” Academy of Business Disciplines, Ft. Myers, Florida, November 8-10, 2012; “The World of Statistical Tests of Significance, ASBBS, Las Vegas, Nevada, February, 2012.