



EXTENDED CAMPUS

COLLEGE of PROFESSIONAL
and CONTINUING STUDIES

HR 5023-109: Research in Human Relations

Course Description:

This course serves as a graduate-level introduction to the theoretical and methodological skills necessary to conduct an applied research program. The methodological approaches covered in this course are varied and emphasize a range of social science orientations. Special focus will be upon designing and implementing a research project related to the student's area of concentration.

Class Dates, Location and Hours:

Dates: July 13 – 15 & 20 – 22, 2018

Location: OCCE, Norman, Oklahoma. Classes are held at the Thurman White Forum Building of OCCE, 1704 Asp Avenue.

Hours: Friday 5:30-9:30 p.m.; Saturday 8:30 a.m.-4:30 p.m.; Sunday 1:00-5:00 p.m.

Last day to enroll or drop without penalty: June 14, 2018

Site Director:

Email: apnorman@ou.edu. Phone: 405-325-3333.

Professor Contact Information:

Course Professor: Jody Worley, Ph. D.

Mailing Address: University of Oklahoma
4502 E. 41st Street, 1J24
Tulsa, OK, 74035

Telephone Number: (918) 660-3486

Email Address: jworley@ou.edu

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

Instructional Materials:

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.

Course Objectives:

Upon completion of the course, students should be able to:

- Demonstrate an understanding of the principles of research methodology, research designs, and techniques of measurement, including issues of validity and reliability.
- Understand the logic and interpretation of statistics and research methods.
- Demonstrate an understanding of basic descriptive and inferential statistics.
- Be a consumer of applied research, e.g., read the literature in your professional field of interest.

- Move to more advanced coursework

Course Outline:

Unit One – Getting Started

1. The types and uses of social research.
2. The relationship between theory and research.
3. Selecting researchable topics and questions.
4. Ethics and social research.

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

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

Unit Three – Design and Implementation

1. Randomized experiments and causal inference.
2. Non-randomized research and causal reasoning.
3. Random and non-random sampling strategies

Unit Four – Describing Data and Making Inferences

1. Summarizing and describing data.
2. Correlating variables.
3. Statistical significance, effect size, and power analysis.
4. Communicating research findings.

Assignments, Grading and Due Dates:

Students are expected to review all material for the course **before the first class meeting**. In general, students who do not read the assignments experience great difficulty keeping up with the pace of the condensed course format.

Pre-Course Assignment:

Complete the **Pre-Course Assignment** posted on Canvas (www.canvas.ou.edu) **prior to the first class meeting**. The deadline to submit this document is **the first night of class**. **Allow plenty of time to complete this assignment**. I recommend you begin working to complete this module **at least one month** before class starts. (15% of final grade).

Article Review:

The format for the article review will be discussed during the first class session. The article review is due the final class meeting. I strongly encourage you to submit a draft of your review for my perusal and comments so that you can make revisions and resubmit a polished final draft for a grade. (35% of final grade)

Final Exam:

There will be an in-class final exam during the last class meeting. The exam will cover all of the material from the assigned readings and content covered in class discussions. (50% of the final grade).

Grading:

This is a letter-graded course: A, B, C, D, or F. The goal of this course is learning, not evaluation. On the other hand, assessment and evaluation are necessary evils of our system of higher education. In this regard, let me assure you that a reasonable **effort** should result in an **acceptable** grade. This does not mean that showing up for class and submitting mediocre work entitles a student to an 'A' or even a 'B' for

the course. As to the nitty-gritty details, superior performance on all assignments and final paper/exam will result in a grade of 'A' for the course. Satisfactory completion of assignments will earn a 'B' for the course. Failure to adequately complete assignments with poor performance on the application project and/or the final paper/exam will result in a 'C' for the course. I strongly urge you to avoid an incomplete 'I' at all costs.

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%

Assignment	Due Date	Percent of Grade
Pre-Course Assignment	First class meeting	15%
Article Review	Final class meeting	35%
Exam	Final class meeting	50%

This means:

$$\text{Course Grade} = (0.15 * \text{Unit 1 score}) + (0.35 * \text{Article Review Score}) + (0.50 * \text{Final Exam Score})$$

So, for example, if you score an 85 on the pre-course/unit one assignment, a 95 on the article review assignment, and an 88 on the final exam, your course grade would be calculated as follows:

$$\begin{aligned} \text{Course Grade} &= (0.15 * 85) + (0.35 * 95) + (0.50 * 88) \\ &= 12.75 + 33.25 + 44 \\ &= 90 \end{aligned}$$

This would mean that you earned 90% of the total possible points, which constitutes an 'A' for the class. Congratulations!

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

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 Courses

- HR5023 Research in Human Relations
- HR5323 Organizational Behavior
- HR5053 Diversity and Justice in Organizations
- HR5113 Work/Life Integration

Representative Publications and Presentations

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