



EXTENDED CAMPUS

COLLEGE of PROFESSIONAL
and CONTINUING STUDIES

HR 5113-493: Cultural Diversity in Human Relations

Course Description:

This course focuses on the topic of Cultural, Racial and Ethnic Diversity from both American and global perspectives. The goal of this course is to develop understanding of the theoretical underpinnings of cultural, racial, and ethnic diversity, as well as exploring interpersonal and strategic approaches to maximizing diversity in organizational environments. Using research, case studies, literature and personal experience, students will explore and frame definitions of diversity. Essential to this discussion will be understanding the value of diversity in transforming organizational environments.

Course Dates:

May 1-August 31, 2018

Last day to enroll or drop without penalty: April 2, 2018.

Site Director:

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

Professor Contact Information:

Course Professor:	Dr. Allen A. Cannon
Mailing Address:	Unit 15289, Box 46 APO, FP 96205
Telephone Number:	(82) 10-4209-2604
Email Address:	aacannon@ou.edu
Virtual Office Hours:	Contact professor to arrange office hours.
Professor availability:	The professor will be available to students via email 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@fhcg.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. Brown, N, Tubelle de Gonzalez, L and McIlwraith, T. (2017). *Perspectives: An open invitation to cultural anthropology*. Arlington, VA: American Anthropological Association. ISBN 9781931303552. This part is made available through the Open Textbook Library. You can access open textbooks via the OU Library. Download the E-book at the following URL: <http://perspectives.americananthro.org/ebook.php>. You are given the option of downloading the

textbook as a PDF file or as an e-reader file. It is recommended that you download the PDF file, which can be viewed without the need of an E-Reader. Page numbers of book chapters are also referenced by PDF page numbers.

2. Morrison, T., & Conway, W. A. (2006). *Kiss, bow, or shake hands: The bestselling guide to doing business in more than 60 countries* (2nd ed.). Avon, MA: Adams Media. ISBN 9781593373689.
3. 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 Email:

All official correspondence from 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 Objectives:

Upon completion of this course, students will:

- Understand and incorporate course terminology into discussion, writings and presentations;
- Understand cultural diversity from global perspectives;
- Identify their own issues surrounding racial difference, identity, cultural beliefs and value systems, and biases;
- Understand current barriers to optimal use of diversity in the workplace
- Develop ways to improve organizational outcomes related to a multicultural workplace

Teaching Philosophy

This course is intended to create an environment in which both the students and instructor bring their experiences and knowledge to the class to create a successful learning experience. The role of the instructor is to facilitate and guide student learning, while inspiring excellence. The role of the student is to be an active, responsible, and dedicated learner. All are expected to respect the learning process of others. **The topics discussed in this course can be sensitive.** Students and the instructor are expected to inquire and dialogue in a mature and tactful fashion. Students are expected to contact the instructor if they are unclear regarding course expectations or outcomes. This syllabus is a guide; it is not exhaustive.

Modifications to assignments may be made by the instructor. Students will be notified accordingly.

Course Outline (More Detail to be provided on Canvas Forum):

Note: This schedule is tentative. Additional assignments, such as viewing of YouTube videos or listening to podcasts may also be scheduled in addition to the readings.

The official schedule will be posted at the Canvas forum.

Week	Readings from Cultural Anthropology and Assignments	Discussions Due
Week 1	NA	May 3
Week 2	No readings. Complete Introductions.	May 10
Week 3	Read Nader, L, "The development of Anthropological Ideas." PDF pages 6-26. Read Cowall, E and Medieros, P, "The Culture Concept," PDF Pages 27-41. Complete Discussion One	May 17
Week 4	NA	May 24 (Memorial Day May 28)
Week 5	Read Glossary Terms on PDF pages 22-23. Read Light, L, "Language." PDF pages 66-91. Complete Discussion Two	May 31 (Independence Day Jul 4)
Week 6	Read Lyon, S, "Economics." PDF pages 115-141. Complete Discussion Three	Jun 7
Week 7	NA	Jun 14
Week 8	Read McDowell, P, "Political Anthropology: Across Cultural Comparison." PDF pages 142-178. Complete Discussion Four	Jun 21
Week 9	NA	Jun 28
Week 10	Read Garcia, J. "Race and Ethnicity." PDF pages 200-225. Complete Discussion Five	Jul 5
Week 11	NA	Jul 12
Week 12	Read Mukhopadhyay, C, "Gender and Sexuality." PDF pages 226-281. Complete Discussion Six	Jul 19
Week 13	NA	Jul 26
Week 14	Read Henniger-Rener, S, "Religion." PDF pages 282-298. Complete Discussion Seven	Aug 2
Week 15	NA	Aug 9
Week 16	Narrated Presentations due. Please see assignment details.	Aug 16
Week 17	Complete Student Evaluations	Aug 23

Assignments, Grading, and Due Dates:

1. **Introduction Post- Due Week Two:** Your introductory statement should be a 700-1000 word post introducing yourselves to your colleagues. You should include statements about yourself, including your current studies and living situation. Please also provide some information about your current understanding of cultural diversity. Specifically, answer the question, "what does cultural diversity mean to you?"
2. **Discussion Posts (Biweekly):** Students will post a well-crafted response to posted discussion questions, of which there will be seven (7), not including student introductions. These questions will correspond with assigned sections of the Cultural Anthropology E-text.

- a. Your posts should be well-written, thorough deliberations of the text and other media as assigned. While your posts will reflect your opinions, you should bolster your arguments with citations from the literature. You are expected to cite at least two scholarly sources in each discussion post, using APA format.
 - b. **Post Responses:** Students are also expected to post replies to four (4) of their colleagues' discussion posts for each discussion question. All told, full participation in discussions will constitute at least seven (7) discussion posts and at least twenty-eight (28) responses.
 - c. You are expected to post your discussion responses to discussion forums in Canvas by Thursday of the due week, CET 2359 (11:30 pm). Responses to your peers are expected to be posted by the following Sunday, CET 2359, (11:30 pm).
3. **Narrated Presentation:** Due week 16, Aug 16. Student Presentations – Each student will present a chapter from the text “Kiss, Bow or Shake Hands.”
- a. Each student will identify the chapter he or she wishes to present and notify the instructor in advance. Each chapter summarizes the cultural attributes of a specific country.
 - b. The student will prepare a 15-minute presentation on the subject. This means that your presentation should be 10-12 slides in length.
 - c. You will record your presentation using the online Screencast-O-Matic webapp (No endorsement intended.) URL: <https://screencast-o-matic.com>.
 - i. Screencast-O-Matic allows users to record for free up to 15 minutes of a presentation.
 - d. The student will summarize the significant cultural practices and issues of the country.
 - e. The student will address issues concerning the predominant racial and ethnic presence in the country.
 - f. Having done additional research, relate the country's cultural practices to an existing organization.
 - i. For example – the student that selects to present the culture practices of the Dominican Republic will identify an organization that has dealings in that country, such as a Major League Baseball club with scouts in the country. Creativity is encouraged.
 - g. Please do not pick a military organization for this presentation.

Grading:

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

Grading Percentages:

Introduction: 10%

Discussions: 70%

Narrated Presentation: 20%

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 Canvas and email contact, students are required to contact the instructor via email 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 Canvas, although students may contact the instructor via telephone, postal mail, email, 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

Allen A. Cannon, Ph.D.

Education

- 2013, Doctorate, Organizational Leadership, University of Oklahoma, Norman OK
- 2014, Master of Arts, Interdisciplinary Studies/International Relations, University of Oklahoma, Norman, OK.
- 2004, Master of Human Relations, Univ. of Oklahoma, Norman, OK

Current Positions

- Training Manager, Army Contracting Command, Yongsan Garrison, Seoul, South Korea.
- Adjunct Professor, University of Oklahoma, Department of Human Relations
- Adjunct Professor, University of Maryland, Asia Division

Frequently Taught Courses

- Introduction to Graduate Studies in Human Relations
- Cultural Diversity in Human Relations
- Multicultural Issues in Human Relations
- Diversity and Justice in Organizations

Major Areas of Teaching and Research Interest

- Organizational Development
- Leadership in Organizations
- Issue Framing
- Intercultural Communications
- Multicultural Issues
- Organizational Communications
- Political Communications
- European Union Politics
- Immigration Issues