



EXTENDED CAMPUS

COLLEGE of PROFESSIONAL
and CONTINUING STUDIES

HR 5093-225: Introduction to Graduate Studies in Human Relations

Course Description:

In this course, we will explore Human Relations as an interdisciplinary field concerning the interaction of people of various circumstances, particularly as related to human rights, diversity and social justice. The objective of this course is to expand our understanding of Human Relations as a means of maximizing the capabilities of individuals, groups and organizations, through explorations of established theory, case studies and best real world practices.

Class Dates, Location and Hours:

Dates: September 22 – October 19, 2020
Format: Online seminar via Canvas, access at learn.ou.edu
Last day to enroll or drop without penalty: August 24, 2020

Site Director:

Location: Vilseck, Germany. Please contact Site Director for classroom location.
Hours: Tuesday - Friday 6:00-9:30 pm; Saturday and Sunday 8:30 a.m.-4:30 p.m.
Email: apvilseck@ou.edu. Phone: CIV 011-49-9662-83-2069; DSN 476-2069.

Professor Contact Information:

Course Professor: Allen A. Cannon, Ph.D.
Mailing Address: University of Oklahoma
PSC 333 Box 2704
APO AP, 96251
Telephone Number: (82) 5033-57-2087
E-mail Address: aacannon@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.

Textbook(s) and Instructional Materials:

Student materials are available at the OU Bookstore Website at <https://ou.textbookx.com/institutional/index.php>. There is no longer a physical bookstore, the store will remain, but textbooks will not be stocked. The website has book selling, renting, buying, returning, and order tracking capabilities. If you need help with an order, or if you have any questions contact the toll-free phone at 1-(855)-790-6637, agents are available from 9a – 5p (EST) Monday – Friday. For more information or questions about textbooks, feel free to contact apsyllabi@ou.edu. Text prices are available online

1. Finsterbusch, K. (2014). *Taking Sides - Clashing Views on Social Issues* (19th ed.). Columbus, OH: McGraw-Hill. ISBN-13: 978-1259666407.

Course Objectives:

This course is designed to increase student understanding of the program of graduate studies in Human Relations by:

1. Assisting students in becoming familiar with graduate education standards and the tools necessary to complete graduate study, such as the APA writing style, research standards, theories and analysis;
2. Developing an understanding of the science and art associated with the interdisciplinary field of human relations and gaining understanding of the applied aspects of Human Relations, involve studying philosophical, theoretical, and historical influences;
3. Developing knowledge of theories and concepts associated with communication and management skills, as well as leadership and group behavior; and
4. Investigating historical and contemporary concepts referring to social justice, discrimination, diversity, as well as increasing knowledge of societal norms and change strategies.

Assignments, Grading and Due Dates:

Class attendance and participation:

Due to quarantine, social distancing requirements and travel restrictions, this course has been modified to be a four week online seminar, with the bulk of work conducted at the Canvas Learning Management System Portal.

Assignments and Discussions

Week/Start	Assignment/Discussion	Due Date	Response Due Dates	Grade % Or Points
Pre-Seminar	Read "Taking Sides" Introduction, Watch pre-course videos at Canvas. Become familiarize with featured terminology. Compose Pre-seminar Essay. Post introductory statement.	22 Sep	NA	20 Pts
Week 1, 21 Sep	Discussion 1	24 Sep	27 Sep	10 Pts
Week 2, 28 Sep	Discussion 2	1 Oct	4 Oct	15 Pts
Week 3, 5 Oct	Discussion 3	8 Oct	11 Oct	15 Pts
Week 4, 12 Oct	Narrated Presentation Due	15 Oct	18 Oct	40 Pts

Tentative Class Schedule (Subject to Change):

Procedure: This course will be adjusted to adapt on online meeting schedule, and will take place over the course of four weeks. You will answer discussion. Assignments will consist of discussions questions

Terminology: One of the focuses of this course is to introduce students to the terms most associated with the theories and practices associated with the study of Human Relations. You will be required to demonstrate your understanding of the terms.

Key Terms:

- Diversity – Intentional or prescribed recognition, respect for and embracing of differences.
- Inclusion
- Social Justice

- Distributive Justice
- Retributive Justice
- Compensatory Justice
- Organizational Justice
 - Procedural Justice
 - Interpersonal Justice
 - Reactive and Proactive Content and Procedures
- Egalitarianism – Belief in equality for all; an ideal (aspirational), which includes embracing diversity.
- Rawlsian Social Justice
 - Principle of Equal Liberty – equal access to most extensive liberties possible in a society.
 - Difference Principle – society should benefit the least advantaged citizen and equality of opportunity to offices and positions of power.
- Arguments against Social Justice and Egalitarianism
 - Example: Rose (2103), Inequality of outcomes...
 - Endorsing equal distribution of opportunity versus equal distribution of resources.
- Social Identity
- Social Construction of Reality
- Dominant Groups/Subordinate Groups
- Group Threat Perception
- Privilege
- Ethnocentricity
- Homogeneity
- Assimilation
- Inequality of Outcomes
- Oppression
- The “Faces” or Tools of Oppression
 - Exploitation
 - Marginalization
 - Powerlessness – removing power from subordinate groups
 - Cultural Imperialism – the imposition of dominant group culture on subordinate groups.
 - Violence
- Cultural Hegemony – When socially powerful (dominant groups) use their influence to convince less powerful (subordinate group) people that it is in their best interest to do what is actually in the best interest of the dominant group.
 - This is not necessarily a bad thing; i.e. encouraging migrants to learn English.

Pre-seminar Essay:

5-7 pages (of content) essay. Due Date: 22 September, 20 Points.

Read: Read Introduction, “Debating Social Issues,” p. 9-12. Become familiar with featured terminology.

Write a paper that presents your perspective on human relations and answer this question: **how have you observed or participated in a significant social change process?** This paper should explain the value of human relations principles as relating to your current or previous employment environment. Have you inspired or have you been inspired to create change in your work environment? You should relate those experiences to theoretical prospective provided throughout the text. This essay should be APA format, double-spaced, using **Times New Roman Font size 12, 1-inch margins and a cover page**. Refer to a preferred *APA Publication Guidance site (such as the OU Writing Assistance site or the OWL at Purdue University Online)* for assistance in using proper in-text citations, and citations on the reference page. 25 Points

Weeks 1-3: Reading Assignments and Discussions: During weeks one through three students will read the assignment units in the “Taking Sides” text and compose responses to discussion questions. You will also have to respond to the posts of five of your peers. 40 Points Total.

In addition to discussing the merits of the pro and con arguments presented in the Taking Sides units, please address the following issues:

1. How does the issue being discussed relate to diversity and inclusion?
2. Which terms mentioned in the syllabus of this course are relevant to the issues discussed in the unit?
3. Who are the power brokers (dominant group or groups) in this situation?
4. Who are the affected individuals or groups (the subordinate groups)?
5. What social justice solutions have been developed or should be developed regarding the situation?

Week One: 21-27 September

1. Read Unit 1.2 “Does Social Media Have Largely Positive Impact on Its users?” p. 28-42
2. Read Unit 2.2 “Can Women Have It All?” p. 51-71

Discussion: present your thoughts on the Pro and Con arguments presented in Units 1.2 and 2.2.

Week Two: 28 Sep – 4 Oct

3. Read Unit 3.1 “Is Increasing Economic Inequality a Serious Problem?” p. 87-100
4. Read Unit 3.2 “Has America Made Substantial Progress in the Rights of Blacks?” p. 101-113
5. Read Unit 4.2 “Does Capitalism Have Serious Defects?” p. 145-158

Discussion: present your thoughts on the Pro and Con arguments presented in Units 3.1, 3.2 and 4.2.

Week Three: 5-11 Oct

6. Read Unit 4.5 “Is the Progressive Vision the Answer for Improving the U.S. School System?” p. 178-185
7. Read Unit 5.2 “Is American Justice Too Severe?” p. 212-224
8. Read Unit 6.1 “Does Immigration Benefit the Economy?” p. 241-250

Week Four, Final: 12-15 Minute Narrated Presentation and Critiques Due.

The presentation and critiques will serve as your final exam. Each Student will present a topic relating to Human Relations and Social Justice, taking guidance and/or inspiration from the “Taking Sides” text, or current events. The student will explore both a “pro” and a “con” position of an issue as presented in the text. The presentation will be composed of 10 to 12 PowerPoint (or equivalent) slides. The required number of slides will be meaningful presentation content, and does not including title pages or references, which are also required. The presentation should be a minimum of 12 minutes and no longer than 15 minutes in length.

The presentation should be recorded using the screencast-o-matic (<https://screencast-o-matic.com>, no endorsement intended) screen capture web application, or similar product. Users can register with the site and record and save up to 15 minutes of screen capture/presentation for free. Screencast allows users to record screen content and presentations with screen-in-screen video narration, which can then be saved as a digital video, to be uploaded to Canvas or to a video hosting (YouTube) page.

Students will identify the topic he or she wishes to present and notify the instructor in advance. Additional research (ten scholarly sources) are required to complete the assignment.

1. Summarize the history associated with the topic.
2. Summarize the significant organizational, cultural and or societal practices and norms involving the situation.
3. Address any relevant theoretical constructs relating to the topic.

4. Identify the significant change agents associated with the topic and his/her contribution to the resolution of the topic.
5. The narrated presentation will represent sixty percent (60 %) of your final assignment.
6. **Watch and critique peer presentations.** You will watch four of your peer's presentations (to be assigned). You will then write a 300-400 word critique of the presentations to which you have been assigned. Your presentation will account for 60% of your presentation grade. The critiques count as forty percent (40%) of your total presentation grade.

Grading:

This is a letter-graded course: A, B, C, D, or F. A = 93-100; B = 85-92; C = 77-84; D = 76-69; F = <68 F

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

Allen A. Cannon, Ph.D.

Education

- 2013 Ph.D. in Organizational Leadership, Univ. of Oklahoma, Norman OK
- 2004 Masters of Human Relations, Univ. of Oklahoma, Norman, OK
- 2014 Master of Arts in Interdisciplinary Studies (International Relations), Univ. of Oklahoma
- 2019 Master of Science in Instructional Technology, Fort Hays State University

Current Positions

Adjunct Professor, University of Oklahoma

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