

The University of Oklahoma

College of Continuing Education

Advanced Programs – Course Syllabus

Course Title:

Diversity and Justice in Organizations

Course Number:

HR 5053-492

Course Description:

This course focuses on the topics of social justice and inclusion within organizations from a variety of perspectives. Using research, case studies and personal experience, students will explore and frame discussions of the egalitarian concepts of fairness, equality and opportunity, while utilizing their understanding of these issues to examine the practices of both governmental and private sector organizations.

Course Dates:

May 1 - August 31, 2017

Last day to enroll or drop without penalty: April 2 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: Allen A. Cannon, Ph.D.
Mailing Address: Unit 15289 Box 46
APO AP, 96205
Telephone Number: (82) 10-6898-7941
E-mail Address: aacannon@ou.edu
Professor availability: The professor will be available via e-mail, as well as Skype. All Skype sessions should be scheduled 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 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. Finsterbusch, Kurt. (2013). *Taking sides: Clashing views on social issues* (19th ed.). Columbus, OH: McGraw-Hill. ISBN 9781259666407.
2. Materials posted on the OU Canvas learning management system: Additional reading materials in the form of journal articles will be posted prior to the beginning of the course. Access Canvas at <https://oklahoma.instructure.com/>, enter your OU NetID and password, and select course to access material. Please contact your local Site Director if you require assistance.

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 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 Objectives:

Upon completion of this course, students will:

- Understand course terminology;
- Recognize the role of government in enforcing and inclusion practices;
- Examine current barriers to optimal use of inclusion and diversity in the workplace; and
- Distinguish organizations that value and effectively integrate diversity in the 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 discussion forum, with hopes of creating a successful learning experience. The role of the instructor is to facilitate and guide student learning. The role of the student is to be an active, responsible, and dedicated learner. **The topics discussed in this course can be sensitive.** All are expected to respect the learning processes of others and to dialogue in a mature and tactful fashion.

Students should contact the instructor if they are unclear regarding course expectations or outcomes. This syllabus is a guide only; it is not conclusive.

Modifications to assignments can and may be made by the instructor at any time to facilitate the learning process and to suit the dynamics of the course.

Course Schedule:

I will present to the students a presentation covering course topics as detailed in the following table. The course will be organized as follows: **(this schedule is subject to change and I reserve the right to alter this plan according to the flow of discussion and other circumstances.)**

Week	Discussion Topic	Taking Sides Units
One	Introduction and Preparation	NA
Three	Social Justice	Unit 1: Culture and Values
Five	Egalitarianism	Unit 1: Culture and Values
Seven	Meritocracy	Unit 4: Political Economy and Institutions
Nine	Affirmative Action	Unit 3: Stratification and Inequality

Week	Discussion Topic	Taking Sides Units
Eleven	Feminism	Unit 2: Sex Roles, Gender and the Family
Thirteen	Criminal Justice	Unit 5: Crime and Social Control
Fifteen	Class in America	Unit 3: Stratification and Inequality

Assignments, Grading and Due Dates:

Reading Assignments:

Students are expected to read the assigned text chapters and lectures as assigned on the Canvas interface at <https://oklahoma.instructure.com/>.

Class Participation or Discussion:

Class participation is an essential element of this course. Discussions questions will be posted in the discussion forum section of the course website. To summarize:

- As depicted in the above table, there will be eight modules, including introductions, during which a different topic is discussed.
- Each student must post a response to each module question.
- Each presentation will summarize the topic and present supplemental reading and /or audio-visual materials (you will be asked to provide links to supportive materials within your forum posts.)
- Each student must respond to at least two discussion posts presented by your peers for each module question.
- All discussions responses and responses are due by Thursday of the due week.

Narrated presentation - due by Thursday of Week Ten:

The student will develop and post to the assignments area of Canvas a narrated PowerPoint presentation. Instructions for embedding narration into a presentation can be found at the following Microsoft Office Forum: [Record narration during a presentation](#). To upload the file to Canvas, you may need to [compress pictures](#) in a presentation and take advantage of [compressing the size of a presentation](#) (zipping the file.)

- You will select a topic inspired by an issue or chapter from the “Social Justice” text for your presentation.
- You will notify the instructor in advance of the topic you wish to present, providing details concerning why you chose the topic.
- Discuss the core issues relating to the topic.
- Present in detail the arguments of both the “pro” and “con” presenters.
- Explain how this topic relates to social justice.
- Choose an organization that has dealt with the social justice aspects of this topic?
 - What was the issue?
 - What stance did they take?
- Present your own perspective on the topic.
- You must include additional scholarly research, beyond the text, to support your argument.
 - Did your research reinforce or expand your perspective on the topic?
- Creativity is encouraged.

Final Essay:

This assignment will serve as the final exam for the course and is due on Thursday, one week prior to the completion of the course. This due date may change based upon the due dates for grades at the end of the semester. The purpose of this essay is an opportunity for students to highlight

your writing skills and to demonstrate your understanding of the material presented in the texts and throughout the course.

This final essay will be used to expand upon the topic presented in your narrated presentation. Compose a five to seven page essay (APA, Times New Roman 12 pt font, double spaced, 1 inch margins) using at least **ten scholarly references** involving theories, concepts and issues related to Social Justice and inclusion within a real, existing organization.

You should address the following points in your paper:

- Explain the nature and core issue of the topic.
- Explain the opposing arguments presented by two authors?
- Explain the concept of Social Justice and how it relates to your topic.
- Provide an example of an organization that has been intrinsically linked to the topic.
 - What was the organization’s stance on the topic and how was, if it was at all, resolved or remedied?
 - What paradigms, organizing principles, or theoretical underpinnings were used?
 - Were benchmarks developed regarding the issue?
 - Do you agree with the resolution mechanism?
- How has your own perspective altered or remained the same regarding the issue?
- What are some important lessons that can be learned from this particular experience?

Grading:

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

Assignment	Due Date	Percent of Grade
Class Participation	Throughout the course	40%
Narrated Presentation	Due the end of Week Ten	30%
Final Essay	Due one week prior to the end of the course	30%

Notice: Failure to meet assignment due dates could result in a grade of I (Incomplete) and may adversely affect 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).

Procedures for Completion of Course Evaluation:

Upon completion of the course students should go to the [Advanced Programs Online Learning Information webpage](#) and click on the applicable semester link under “Online Course Evaluation” which will direct them to the evaluation. The evaluation will take approximately five minutes to complete. Completion of the online evaluation is an important tool allowing Advanced Programs to gain information and student feedback for improvement of courses.

Your responses will be kept confidential. They will be reviewed by the department and only supplied to the professor once grades for the course have been submitted.

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 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.

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 Doctor of Philosophy, Organizational Leadership, Univ. of Oklahoma, Norman OK
- 2014 Master of Interdisciplinary Studies, with an emphasis in International Relations, University of Oklahoma
- 2004 Master of Human Relations, Univ. of Oklahoma, Norman, OK

Current Positions

- Career Program Specialist, United States Army Contracting Command
- Adjunct Professor, University of Oklahoma
- Adjunct Associate Professor, University of Maryland University College

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