Course Title:
Multicultural Issues in Human Relations

Course Number:
HR 5110-103

Course Description:
This course examines a variety of multicultural issues within organizations from American and global perspectives. Using theory and case studies, students will explore and frame definitions of multiculturalism, while utilizing their own understanding of the issue to examine organizational and societal behaviors.

Class Dates, Location and Hours:

Dates: September 28 – October 4, 2015
Hours: Monday - Friday 6:00 p.m.-9:30 p.m.; Saturday 8:00 a.m.-4:30 p.m.; Sunday 8:00 a.m.-12:00 p.m.

Last day to enroll or drop without penalty: August 30, 2015

Site Director:
Christopher Della Valle. Assistant: Sasha Ramdeen. 2189 Crystal Plaza Arcade, Arlington, VA, 22202.
Phone: 703-418-4800; Fax: 703-418-2730; E-mail: apwashington@ou.edu

Professor Contact Information:

Course Professor: Allen A. Cannon, Ph.D.
Mailing Address: 2189 Crystal Plaza Arcade
Arlington, VA 22202
Telephone Number: (202) 830-7992
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 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.


**Recommended Text:**


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:**

- Understand course terminology;
- Identify their own issues surrounding racial difference, identity, cultural beliefs, 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; and
- Understand organizations that value and effectively integrate diversity in the workplace.

**Teaching Philosophy**

- This course aims to facilitate an environment in which both the students and instructor bring their own understanding and knowledge to the classroom, 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 participants 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 done by the instructor at any time to facilitate the learning process and to suit the dynamics of the classroom.**

**Assignments, Grading and Due Dates:**

**Class attendance and participation:**

You are expected to attend all class sessions and to participate in discussions and learning activities. **Course participation** is a requirement for the course and is worth 15 points of the course grade.

**Pre-Course Assignments:**

Readings

Read the “*Multiculturalism and diversity: A social psychological perspective, Vol. 3*” text as preparation for the course.

Read “*Taking Sides*” text as preparation for individual presentations as needed. The APA Manual is a recommended purchase only.
Writing Assignment:

Turn in first 5-7 Page Essay – 25 points. Due first day of class.

After reviewing the main text, write a paper that presents your perspective on multiculturalism as you may have experienced the concept in the workplace. Have you inspired others or have you been inspired to create change in your work environment based upon multicultural experiences? You should relate those experiences to theoretical constructs offered 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 the APA Publication Manual for assistance in using proper in-text citations, and citations on the reference page. 25 Points

Tentative Class Schedule (Subject to Change):

Session 1: Introduction.

We will discuss logistic concerns of the course. We will examine an overview of multiculturalism and discuss various theories associated with human relations.

Session 2: In depth discussion of first paper (time permitting).

Each student should be prepared to discuss his or her paper, as well as the experience of multiculturalism described in their work environment. We will review of APA format and citation requirements. Review of research methodologies. We will hold a discussion of the use of the University of Oklahoma Online Library.

Session 3: Beginning discussion of the Multiculturalism text.

We will begin discussion of the text. We will examine the nature of multiculturalism and review important information conveyed in each chapter.

Session 4: Continued discussion of the Multiculturalism text and input from other sources.

Session 5: Student Presentations – “Taking Sides” text. 25 Points

Each Student will present a topic relating to Race and Ethnicity, taking guidance from the “Taking Sides” text. The student will explore both a “pro” and a “con” position of an issue as presented in the text.

Students will identify the chapter he or she wishes to present and notify the instructor in advance. Students should also engage in additional research outside of the required texts.

- The student will summarize the history of the topic.
- The student will summarize the significant organizational, cultural and or societal practices and norms involving the situation.
- The student will address any relevant theoretical constructs relating to the topic.
- The student will identify the significant “change agents” associated with the topic and his/her contribution to the resolution of the topic.

Session 6: Course Participation.

Group discussion on issues of relating to human relations. Review of important concepts. Collaborative exercise – time permitting. This is a requirement for the course and is worth 15 points of the course grade.

Post Seminar Assignment:

Due Two weeks after the last day of the course – follow-up paper. 35 Points
Write a 5-7 page paper utilizing APA manual formatting (double-spaced, Times New Roman, 12 pt. font, one inch margins). Students shall select, using resources available at the University of Oklahoma library, an opinion piece relating to a multiculturalism issue and critique the piece. In this critical essay, **you will present your support or opposition of the argument** and support your point of view with evidence gathered from both texts and other scholarly research sources.

Having conducted a thorough discussion of APA format expectations, as well as a review of initial individual essay in class – **the grading criteria for this final essay will be much more stringent** than the previous writing assignment. Specifically, your paper should:

- Contain in-text citations;
- List at least seven to ten references on the reference page;
- Use a separate cover sheet containing the author’s name, title of the course, and the date.

**Grading:**

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

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<thead>
<tr>
<th>Assignment</th>
<th>Due Date</th>
<th>Percent of Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre Course Paper</td>
<td>First Night of Class</td>
<td>25%</td>
</tr>
<tr>
<td>Class Participation</td>
<td>Throughout the Seminar</td>
<td>15%</td>
</tr>
<tr>
<td>Individual Presentation</td>
<td>Sessions 4 and 5</td>
<td>25%</td>
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<tr>
<td>Post Course Paper</td>
<td>October 18, 2015</td>
<td>35%</td>
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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 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.

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
Al A. Cannon, Ph.D.

Education
- 2014  Master of Arts in Interdisciplinary Studies/International Relations, University of Oklahoma, Norman, OK
- 2013  Doctor of Philosophy, Organizational Leadership, Univ. of Oklahoma, Norman OK
- 2004  Masters of Human Relations, Univ. of Oklahoma, Norman, OK

Current Positions
- Social Science Analyst, Department of Homeland Security
- Adjunct Professor, University of Oklahoma

Frequently Taught Advanced Programs Courses
- HR 5113  Cultural Diversity in Human Relations
- HR 5053  Diversity and Justice in Organizations
- HR 5093  Introduction to Graduate Studies in Human Relations
- HR 5053  Racial Diversity

Major Areas of Teaching and Research Interest
- Organizational Development
- Leadership in Organizations
- Issue Framing
- Intercultural Communications
- Multicultural Issues
- Organizational Communications
- Media Coverage of Immigration Issues
- European Union Politics
- American Foreign Policy