The University of Oklahoma
College of Continuing Education
Advanced Programs – Course Syllabus

Course Title:
Theoretical Foundations of Human Relations

Course Number:
HR 5003-101

Course Description:
This course is designed to expose students to fundamental theories upon which practice in human relations is based, and to facilitate a greater understanding of how these theories can be applied by the human relations professional. A wide range of theories is studied relating to personal, social and organizational issues. Personality theory and conceptual approaches in psychotherapy are featured, as well as multicultural issues and social justice themes. Applications of theory in the world of organizational and social change and helping theory in human services are featured.

Class Dates, Location and Hours:
Dates: September 19-25, 2016
Location: Army Education Center, building 9230, 8150 Marne Road, Fort Benning, Georgia.
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 21, 2016

Site Director:
Esra Mills. Phone: (706) 780-1183; Email: apftbenning@ou.edu

Professor Contact Information:
Course Professor: Anita Fream, M.A.
Mailing Address: 620 Classen Blvd
Norman, OK 73071
Email Address: Anita.S.Fream-1@ou.edu
Professor availability: The professor will be available to students during breaks and after the class sessions. Time is also available half an hour before class, 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.bksstr.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 4 p.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.


3. Materials posted on the OU Desire to Learn (D2L) system: Power Point slides and selected handouts will be available on the course Desire 2 Learn web page during the time frame of the class. Access D2L at [http://learn.ou.edu](http://learn.ou.edu); 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 E-Mail:**

All official correspondence from distance learning instructors will be sent only to students’ ou.edu address.

**Course Objectives:**

The objectives of this course are:

1. to understand the fundamental principles of various theoretical orientations forming the foundation of human relations practice;
2. to learn specific practices and techniques associated with theory, in order to enhance intervention strategies, whether in a counseling environment or other setting;
3. to increase understanding of how one’s theoretical orientation may affect behavior, perspectives, biases and value systems when interacting with other people;
4. to develop further self-awareness about identity related to race, ethnicity, gender and sexual orientation and recognize their salience in human relations practice;
5. to develop an appreciation for theory in explicating complex human interactions;
6. to develop critical thinking in relation to theories, especially regarding the role of theory in guiding ethical behavior in human relations professions; and
7. to develop a repertoire of theories to facilitate reaching solutions in human relations problems.

**Brief Course Outline:**

- Introduction
  - The nature of theory
  - Change and broad theories of human behavior
- Psychological theories
- Family theories
- Group and organizational theories
- Social change theories
- Ethical theories
- Team projects/presentations

**Assignments, Grading and Due Dates:**

**Readings:**

You are expected to read and be familiar with the texts before class begins. Additional brief readings may be provided on D2L and/or in class.
In-class Discussions:
Focused dialogue helps us get to know each other and clarify or apply the theories we will study. For that reason, your participation is required, though not graded. I want you to be able to voice your opinions and guesses as well as to express your understanding of the readings in these discussions.

Formal Written Assignment – Structured cross-cultural interview (due last day of class):
After reading *Increasing Multicultural Understanding*, select one of the populations discussed in the text, and identify someone from that group to interview, preferably someone from a racial and ethnic background different from yours. Prepare interview questions based on learning about the interviewee’s culture, using the author’s model in Figure 1.1, page 2. Conduct a structured interview, asking questions to capture that person’s ideas on individual, family, and cultural issues. Write a five-page paper summarizing your findings. Include an analysis of what you learned about yourself in setting up, conducting, and processing the interview. Attach your structured interview questions after the conclusion of your paper as an appendix. Cite Locke’s text in APA style, and any other references you use; Locke is the only required resource. An opportunity for questions about the assignment will be offered in class.

Individual Essay
There will be one individual essay, which will be completed in class. It will be an open-book exam applying information given in class.

Small Group Essays
There will be five small-group essays, in which students will analyze a theory, case, or simulation and reach consensus on answers to questions, which will be written in class and turned in.

Team Project
The team project will apply theories to real-life situations, and will be presented on the last day of class. A case study will be drafted through a structured process in class. Research on your topic should be conducted from at least five outside sources, in addition to the class notes and assigned texts (if applicable). An opportunity for questions regarding assignment requirements will be given in class. All members of a team are expected to contribute equally to the presentation, which will be 30 minutes long. A grading rubric for the presentation will be posted on D2L. Assessment will include scoring of the presentation, evaluation of the presentation slides, review of the case study, and review of a list of research sources in APA format.

Exam
There is an objective, multiple-choice exam based upon the text by Gerald Corey, *Theory and Practice of Counseling and Psychotherapy*. This exam will be posted on D2L and may be taken as an open-book exam.

Grading:
This is a letter-graded course: A, B, C, D, or F. Grades will be determined as follows:

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Points</th>
<th>Planned Due Date</th>
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<tbody>
<tr>
<td>Paper: Structured cross-cultural interview</td>
<td>50 points</td>
<td>September 25, 2016</td>
</tr>
<tr>
<td>In-class, small group essays: 5 X 12 points each</td>
<td>60 points</td>
<td>9/20, 9/22, 9/23, 9/25</td>
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<tr>
<td>In-class, individual essay</td>
<td>20 points</td>
<td>September 24, 2016</td>
</tr>
<tr>
<td>Team project/presentation</td>
<td>50 points</td>
<td>September 25, 2016</td>
</tr>
<tr>
<td>Online exam</td>
<td>20 points</td>
<td>September 26, 2016</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>200 points</strong></td>
<td><strong>NA</strong></td>
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Final grades will be assigned as:

- **A** = 90% - 100%
- **B** = 80% - 89%
- **C** = 70% - 79%
- **D** = 60% - 69%
- **F** = below 60%

Rubrics will be provided on D2L for the long paper and for the team projects/presentations.

**Policy for Late Work:**

Please contact the professor regarding his/her policy for late work.

**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

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.

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

Anita S. Fream, M.A.

Education

- 1976  M.A. in Human Relations/Professional Psychology, University of Oklahoma
- 1969  B.A. in English/History, Oklahoma Baptist University

Current Positions

- Advanced Programs Professor since 1980
- Chief Executive Officer, Planned Parenthood of Central Oklahoma
- Adjunct Assistant Professor of Human Relations at the University of Oklahoma

Frequently Taught Advanced Programs Courses

- HR 5093  Introduction to Graduate Studies in Human Relations
- HR 5063  Strategies for Social Change
- HR 5183  Issues in Human Relations Training
- HR 5163  Non-verbal Behavior in Human Relations
- HR 5173  Applied Interpersonal Dynamics
- HR 5110  Helping Relationships

Major Areas of Teaching and Research Interest

- Community organization and social change
- Prevention and wellness
- Mental health issues, especially related to children
- Leadership and management in organizations
- Individual, group and family therapy

Representative Publications and Presentations

- Case Study: An Attempted Hospital Joint Venture in Enid, OK (in draft)
- A Framework for Community Mobilization
- OU Advanced Training Curriculum for Residential Child Care Workers
- Staging a Summit
- Managing Aggressive Behavior

Representative Honors and Awards Received

- Selected as one of 34 participants nationwide in First National Leadership Institute in Adult and Continuing Education, The University of Georgia
- Member for four years of Oklahoma Council on Juvenile Justice, a fifty-member advisory body to the state legislature
- Served two years as Chair, Mental Health Committee
- Member, National Advisory Board for Merger Watch, a national organization monitoring the impact of hospital acquisitions, mergers and joint ventures on the quality of women’s health services

Major Professional Affiliations

- Chair, Central Oklahoma Perinatal Coalition
- Board of Directors, AIDS Walk of Oklahoma City, Inc.