Course Title:
Human Behavior II: Groups, Organizations, and Communities

Course Number:
SWK 5243-102

Course Description:
Building on the theoretical content in SWK 5233, students learn different ways of thinking about institutions, organizations, groups and communities to inform their approach to social work practice. We will examine what is considered in social work to be mezzo and macro level systems and come to understand how these larger systems influence behavior, thought, and action in practice. The principal focus of our work is to understand how social work fosters community resilience and environmental sustainability of ecology, both physical and social. We will draw implications for how these systems influence and shape resilience and sustainability at societal, community, group, family and individual levels.

Class Dates, Location and Hours:

Dates: March 21-22, April 4-5, 18-19, & May 2-3 2014
Location: Room 115, Zarrow Hall, 700 Elm Avenue, Norman OK
Hours: Fri 5:00-9:00 p.m.; Sat 9:00 a.m.-5:00 p.m.
Last day to enroll or drop without penalty: February 22, 2014

Site Director:
Cathy Yeaman. Phone: 405-325-3333; Fax: 405-325-9148; email: apnorman@ou.edu

Professor Contact Information:

Course Professor: David P. Moxley, Ph.D., ACSW
Oklahoma Health Care Authority Professor
Professor of Social Work (Community Practice and Social Action)
Mailing Address: Anne and Henry Zarrow School of Social Work
311 Zarrow Hall
Norman, OK 73019
Telephone Number: 405-325-0365
Fax Number: 405-325-7072
E-mail Address: david.moxley@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. Orders can be placed online at www.oklahoma.bkstr.com. Faxed orders may be placed 24 hours a day at (405)-325-7770. Representatives are available by phone at (405) 325-3511 or (800) 522-0772 (toll-free) or E-mail at 0831mgr@fhg.follett.com from 8 a.m. to 6 p.m. Monday through Thursday; 8 a.m. to 5 p.m. on Friday; and 10 a.m. to 4 p.m. on Saturday (CST). Summer hours: 9 a.m. to 5 p.m. Monday through Friday (CST). (Text prices are available online.)


6. Materials posted on the OU Desire to Learn (D2L) system: Access D2L at [http://learn.ou.edu](http://learn.ou.edu); enter your OU NetID (4+4) 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.

**Course Objectives:**

Upon successful completion of this course, students will demonstrate ability to:

- Identify, describe, and integrate theories, models, and perspectives for generalist social work practice consistent with social work values and ethics.
- Reflect on social action through social work using four social theories (functional, conflict, constructivist, and ecosystem).
- Describe distinctive properties of four social theories (functional, conflict, constructivist, and ecosystem).
- Discuss how oppression and social problems are explained using relevant theoretical frameworks.
- Understand vulnerability and the social and institutional context influencing forming and influencing vulnerability.
- Use mezzo and macro theoretical knowledge to identify and describe the distinctive developmental features of groups, organizations, and communities that impact special populations in society, particularly those identifiable by culture/ethnicity, disability, female gender, sexual orientation, and/or poverty.
- Understand the role of group life in social work practice, professional development, and intervention.
- Understand the role of community life in social work practice, professional development, and intervention.
- Understand how social policy influences social work practice.
- Understand how mezzo and macro systems influence social work purpose and practice.
- Amplify the influence of organizational life on the framing and delivery of social work services.
- Identify how mezzo and macro factors influence social work practice.
- Understand social work in contexts of disaster exacerbated by person-made and natural environmental stresses.

**Integration of Specific Content Areas:**

This course will integrate content on values and ethics, social work practice, social welfare policy, and research. We will integrate such content to formulate durable and useful strategies of social action useful to social work at all levels of practice.

**Tentative Course Outline:**

**Weekend 1 [March 21 and 22, 2014]: Themes: Environmental Stress and Vulnerability: Implications for Community Resilience**
Reading:

Cahill (entire book)

Unit I:

Environmental change as a factor in vulnerability. Consideration of person-made and natural environmental changes and disasters. (Lecture)

Unit II:

How environmental stress shapes behavior and influences human development and functioning. (In-class exercise)

Unit III:

Community resilience as an organizing framework of social work and social action in relationship to environmental demands placed on humans, families, groups, neighborhoods, and whole communities. (Lecture and in-class small group assignment).

Unit IV:

Institutional factors and community resilience: the role of environment, culture, organizations and associations in producing social functioning and well-being of individuals and groups. (Group discussion)

Unit V:

- Writing Workshop (Group discussion guided by handouts)
- Review guidelines for assignment 1
- Establish expectations for assignment 1
- Identify your strategy for developing and preparing the assignment

Assignment 1:

Guidelines for Initial Reflection Paper Handed Out

Weekend 2 [April 4 and 5, 2014]: Themes: The idea of assets and how they influence the life course. Social issues and the role of assets in addressing them. How institutions shape assets and resilience.

Reading:

McKnight and Block (entire book)

Unit VI:

Consideration of four social theories that frame social institutions; Theoretical perspectives on society and social welfare; Implications of the four social theories for framing social work. How assets fit with an institutional perspective. (Lecture and Discussion)

Unit VII:

- Building on Integrated Foundations; Social work as ecosystem practice
- Social work as functional practice; Social work as conflict focused practice
- Social work as constructivist practice
- The five pillars of assets and their implication for guiding human development over the life span. (Lecture and Discussion)

Unit VIII:

- The influence of social institutions on human behavior and social welfare
• Organizational forms that emerge from institutions
• Organizational forms that crystallize in response to institutions
• Reflective class project on lecture content (Lecture and Discussion; small group exercise).

Unit IX:
• Writing workshop (Small group discussion and handouts)
• Review guidelines for assignment 2
• Establish expectations for the assignment
• Identify your strategy for developing and preparing each assignment

Assignment 2:

Essay Questions Handed Out

Weekend 3 [April 18 and 19, 2014]: Themes: Organizational life and its implications for community resilience

Reading:

Bolman & Deal Text (1 through 8)

Unit X:

• Organizational Frames of Reference: Structural and Human Resource Frames
• Chapters 1 and 2 in Bolman and Deal
• Chapters 3, 4, and 5, Structural Frame
• Chapters 6, 7, and 8, Human Resource Frame
• Implications for understanding how human service and social welfare organizations behave and influence people. (small group exercise and reports)

Unit XI:

• Writing workshop (Small group discussion and handouts).
• Review guidelines for Assignment 3
• Establish expectations for Assignment 3
• Identify your strategy for developing and preparing Assignment 3

Assignment 3:

Essay Questions Handed Out

Weekend 4 [May 2 and 3, 2014]: Themes: Human Service Organizations and Community Resilience

Reading:

Bolman & Deal, Huston, and Nussbaum

Unit XII:

• Organizational Frames of Reference: Political and Symbolic Frames (Lecture and Discussion).
• Bolman & Deal/Chapters 9, 10, 11, Political Frame
• Bolman & Deal/Chapters 12, 13, 14, Symbolic Frame
• Implications for understanding how human service and social welfare organizations behave and influence people

Unit XIII:

• Human Service Organizations and Community Resilience: Integration of Bolman and Deal (Lecture and Discussion).
• Bolman & Deal/Leadership/Chapters 15, 16, 17, 18, 19, Bolman & Deal
• Bolman & Deal/ Multiframe thinking/Chapters 20 and 21

Unit XIV:
Creating Resilient and Sustainable Environments of Action.  (Read Huston) (Small group exercise and presentations by groups).

Unit XV:
Development of Human Capabilities and Community Resilience  (Read Nussbaum)

Unit XVI:
Course Synthesis (Summative lecture)

Unit XVII:
• Writing workshop (Small group discussion and handouts).
• Review guidelines for Assignment 4
• Establish expectations for Assignment 4
• Identify your strategy for developing and preparing Assignment 4

Unit XVIII:
• Evaluation of Course and Learning (Structured exercise).
• Consider learning outcomes for course
• Review learning process
• Consider strengths and limitations of the course
• Consider practical implications of course for students’ approach to social work

Assignment 4:
Guidelines for Final Paper Handed Out and Submission Date Determined

Make Up Weekend:
I will hold a makeup session for students who, because of extenuating circumstances miss a class day, or who arrive late for class sessions more than once, who for those students who leave class early on any given day. The makeup session will be held from 9:00 PM to 5:00 PM.

Assignments, Grading and Due Dates:

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Weekend</th>
<th>Handed Out</th>
<th>Due Date*</th>
<th>Percent of Grade</th>
<th>Criteria for Grading</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assignment 1</td>
<td>March 21 and 22</td>
<td>March 22</td>
<td>Submit by e-mail: Friday, March 28, 2014</td>
<td>10%</td>
<td>Extent to which student fulfills the expectations I outline in the writing workshop; fulfillment of rubric criteria.</td>
</tr>
<tr>
<td>Assignment 2</td>
<td>April 4 and 5</td>
<td>April 5</td>
<td>Submit by e-mail: Friday, April 11, 2014</td>
<td>20%</td>
<td>Extent to which student fulfills the expectations I outline in the writing workshop; fulfillment of rubric criteria.</td>
</tr>
<tr>
<td>Assignment 3</td>
<td>April 18 and 19</td>
<td>April 19</td>
<td>Submit by e-mail: Friday, April 24, 2014</td>
<td>25%</td>
<td>Extent to which student fulfills the expectations I outline in the writing workshop; fulfillment of rubric criteria.</td>
</tr>
</tbody>
</table>
All assignments will be returned within one to two weeks of submission.

**E-mail Submission of Assignments**

**This is an important procedure that all students will follow.** Assignments submitted via e-mail will be attached to an e-mail note. Please save your assignments (and attach them to the e-mail note) as .doc, .docx, or .rtf. Attach the paper to the e-mail note as Attachment # (use the number that corresponds to the assignment as per table above). Insert in the subject line of the e-mail note the following: Social Work 5243 AP Assignment #. Make sure you replace # with the appropriate assignment number as per the table above.

**Grading:**

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

Honesty is a fundamental precept in all academic activities and … [you] have a special obligation to observe the highest standards of honesty. Academic misconduct in any form is inimical to the purposes and functions of the University and is therefore unacceptable and is rigorously proscribed. Academic misconduct includes:

- cheating (using unauthorized materials, information, or study aids in any academic exercise), plagiarism, falsification of records, unauthorized possession of examinations, intimidation, and any and all other actions that may improperly affect the evaluation of a student’s academic performance or achievement; assisting others in any such act; or attempting to engage in such acts.

All acts of academic misconduct will be reported and adjudicated as prescribed by the student code of the University of Oklahoma. All students should review the Student’s Guide to Academic Integrity

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.

Copyright

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INSTRUCTOR VITA
David P. Moxley, Ph.D., D.P.A.

Education
• 1999  DPA, Public and Nonprofit Strategic Management Western Michigan University
• 1989  NIMH Post-Doctoral Fellowship, Social Research and Development University of Michigan
• 1983  Ph.D., Social Work, Mental Health Systems Reform Ohio State University
• 1980  MSW, Developmental Disabilities Ohio State University
• 1978  MA, Applied Developmental Psychology Oakland University
• 1975  BA, Psychology Wayne State University

Current Positions
• University of Oklahoma School of Social Work, Norman, OK. Oklahoma Health Care Authority
  Endowed Professor of Public Health and Professor of Social Work, September, 2006-Present.
• Wayne State University School of Social Work, Detroit, MI. Interim Associate Dean, 2000-2003. 
  Professor and Co-Chair, Graduate Concentration in Community Practice and Social Action, 
  1998-Present.
• Wayne State University School of Social Work, Full Professor 1998

Frequently Taught Advanced Programs Courses
   SWK 5243 Human Behavior II: Groups, Organizations, and Communities

Major Areas of Teaching and Research Interest

Current Research:
• Leaving Homelessness Intervention Research Project. Collaboration with Olivia Washington, 
  Ph.D., Wayne State University College of Nursing. [2000 to the Present].
• Ozone House Evaluation Capacity Building Project. 
  Compassion Capacity Fund (CCF) (United States Department of Health and Human Services) 
  and the Kellogg Foundation. [2004 to the Present].

Practice Research:
• Netcare Corporation and Southwest Community Health Centers, Columbus, OH, Vice President 
  and Division Director, Mental Health and Developmental Disabilities Programs and Director, 
• Nisonger Center for Developmental Disabilities and Mental Retardation, Ohio State University, 
  Columbus, Ohio, Administrative Associate, Office of Educational and Resource Development, 
• Group work researcher at Columbus Developmental Center (Columbus, Ohio) from 1979 to 1982.
• Group worker and clinical social worker at a child guidance center (Columbus, Ohio) 1979-1980
• Nisonger Center for Developmental Disabilities and Mental Retardation, Ohio State University, 
  Columbus, Ohio, Research Associate, Project to Deinstitutionalize State Mental Retardation 
• Childhood League Center (Columbus, Ohio), Early Intervention Specialist. 1978 to 1980
• Smoky Mountain Mental Health Center, Cullowhee, North Carolina, Specialist in Developmental 

Representative Publications and Presentations

Books
  New York City: Plenum.

Monographs and Chapters in Books

Selected Refereed Journal Articles