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

Course Title:
Cultural Diversity in Human Relations

Course Number:
HR 5113-107

Course Description:
This course is intended to examine the issue of cultural diversity as a critical dimension of the broader area of human relations. This course focuses on the topic of cultural diversity from the United States and global perspectives. The course will examine and review key dimensions of cultural and cross-cultural diversity and relations (including, but not limited to, race, class, gender, ethnicity, religion, nationality, sexual orientation, age, and disability) in various forms. The goal of this course is to develop understanding of the theoretical underpinnings of cultural diversity, as well as exploring interpersonal and strategic approaches to maximizing diversity in our world. Student will have the opportunity to learn about the concepts, issues, and theories of cultural diversity in the United States and abroad from a human relations perspective.

This course has theoretical and experiential components to enhance the students understanding of the major concepts covered in the course. Using research, case studies, literature and personal experience, students will explore and frame definitions of cultural diversity, while applying their understanding to their personal lives, organizations, and governments. In addition, audio-visuals, self-assessments and role playing will be used to further explain and examine cultural diversity.

Class Dates, Location and Hours:
Dates: March 17-23, 2014
Location: Nellis AFB, Las Vegas, Nevada. See Site Director for classroom location.
Hours: Mon-Fri 6:00 p.m.-9:30 p.m.; Sat 8:00 a.m.-4:30 p.m.; Sun 8:00 a.m. - 12:00 p.m.
Last day to enroll or drop without penalty: February 16, 2014

Site Director:
Tracey Hatter. Phone: 702-643-5354; E-mail: apnellis@ou.edu

Professor Contact Information:
Course Professor: David L. Tan, Ph.D.
Mailing Address: Department of Educational Leadership and Policy Studies
Collings Hall, Room 227
University of Oklahoma
Norman, Oklahoma 73019
Telephone Number: (405) 325-5986
Fax Number: (405) 325-2403
E-mail Address: dtan@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@fheg.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 4p.m. on Saturday (CST). Summer hours: 9 a.m. to 5 p.m. Monday through Friday (CST). (Text prices are available online.)


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:
By completing this course, the student should be able to:

- Understand cultural diversity terminology and its use in the United States and abroad.
- Critically analyze the major issues, problems, and challenges related to cultural diversity in the United States and around the world.
- Examine cultural diversity from a human relations conceptualization.
- Understand current barriers to cultural diversity.
- Identify factors and/or behaviors that minimize the importance of cultural diversity.

Assignments, Grading and Due Dates:

Attendance and Participation:
Class attendance and participation are expected for this course.

Pre-Seminar Assignment:
You will submit an 8-10 page reaction paper to the book *Privilege, Power, and Difference*. Your reaction should indicate your stance on the views, opinions, and findings of the author. You should clearly state if you agreed or disagreed with the major statements/opinions/theories of the author and express why or why not. Your reaction is not a summary of the book but your feelings after reading the book. The reaction to the book should be 6-8 pages and the last 2-4 pages should address (in your opinion) the question, “is it in the best interest of those with privilege and power to promote or prevent cultural diversity.” Please fully explore and address this question. This is not a term paper therefore do not present citations or outside sources. You are able to give examples from the book to support your reaction but do not be excessive. I want your reaction to the book.

Group Assignment:
You will be placed in groups to present your views, opinions, and personal experience as they relate to the text *Readings for Diversity and Social Justice*. You will summarize the stories of the authors, discuss their relevance to cultural diversity issues and problems, and provide possible solutions to the issues and problems of the authors and how these issues may be prevented or reduced.

Post Seminar Assignment:
You will choose a cultural diversity issue/problem and research its impact on the United States or abroad. The paper has to be 8-10 pages and follow APA Manual guidelines. You will discuss why you chose this issue/problem, the severity of the problem, what is being done to address the problem, what intervention
and/or prevention efforts or policies exist to reduce or eliminate the problem, and what are the long term implications of this issue/problem? Your paper should fully address and explore the issue or topic chosen. Due: Two weeks after class ends.

Grading:

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

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Due Date</th>
<th>Percent of Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-Seminar Assignment</td>
<td>March 17, 2014</td>
<td>40%</td>
</tr>
<tr>
<td>Group Assignment</td>
<td>Completed by March 23, 2014</td>
<td>20%</td>
</tr>
<tr>
<td>Post-Seminar Assignment</td>
<td>April 6, 2014</td>
<td>40%</td>
</tr>
</tbody>
</table>

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

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

David L. Tan, Ph.D.

Education

1985  Ph.D. in Higher Education Administration, University of Arizona

Current Positions

• Advanced Programs Professor since 1993
• Professor and Chair, Department of Educational Leadership & Policy Studies, University of Oklahoma
• Graduate Liaison, University of Oklahoma

Frequently Taught Advanced Programs Courses

• EDAH 5043  Introduction to Research in Adult and Higher Education
• EDAH 5143  Leadership Development in Adult and Higher Education
• EDAH 5940  Assessment in Adult and Higher Education
• EIPT 6033  Research in Education
• HR 5053  Racial Diversity
• HR 5113  Planning Issues in Organizations
• HR 5113  Cultural Diversity in Human Relations
• HR 5033  Seminar in Leadership in Organizations
• HR 5043  Seminar in Organizational Change and Development
• HR 5113  Cultural Diversity and Justice in Organization

Major Areas of Teaching and Research Interest

• Teaching: Institutional research; planning; assessment; finance; research on the college student; leadership; diversity; organizational development; prospectus development; and research methods and statistics.

• Research: Issues related to college students (access and choice, persistence, multiculturalism, cognitive and affective outcomes, STEM majors, student transition to college, intercollegiate athletics), strategic planning in higher education, diversity training in the corporate setting, and quality assessment of colleges and universities.

Representative Publications and Presentations

Representative Honors and Awards Received

- Teacher of Year Award, 2008.
- Asian-American Student Life and Asian-American Student Association Award, 2007
- Outstanding Service to the Journal of College Student Development, 2003
- Alpha Phi Omega National Service Award, 2000
- Outstanding Contribution Award in Accreditation, 1990
- Presidential Research Recognition Award, 1989
- Presidential Research Excellence Award, 1987
- Vice Presidential Award for Outstanding Service, 1986

Major Professional Affiliations

- PEAQ Evaluator-Consultant, North Central Association of Colleges and Schools
- AQIP Peer Reviewer, North Central Association of Colleges and Schools
- Executive Director, Center for Student Affairs Research (CSAR)
- Editorial Board, College Student Affairs Journal
- Member and Former Vice Chair, Executive Committee, Southwest Center for Human Relations Studies
- Association for Institutional Research (AIR)
- Oklahoma Association for Institutional Research and Planning (OKAIRP)
- National Consortium for Student Retention Data Exchange (CSRDE)
- Former Editorial Board Member (1997-2003), Journal of College Student Development
- Reviewer, Law School Admissions Test (LSAT), American College Testing
- OU Faculty Senate
- American Association for Higher Education (AAHE)