Course Title:
Theoretical Foundations of Human Relations

Course Number:
HR 5003-220

Course Description:
Theory should inform practice. Whether managing work problems or engaging in psychotherapy, the theoretical foundations of the human relations professional provide a conceptual model for practical efforts to effect change or resolve conflicts. This course is designed to expose students to fundamental theories upon which practice in human relations is based, and to facilitate a greater understanding in how these theories can be applied by the human relations professional. Emphasis is placed upon counseling theory but the course applies more broadly to the various dimensions of human relations, including organizational theory and management approaches. The course is intended to provide a multi-cultural perspective for interacting with individuals in helping and work settings and to promote progressive thinking regarding diversity.

Class Dates, Location and Hours:
Dates: October 4-9, 2011
Location: Heidelberg, Germany. Patton Barracks Education Center. GPS: Kirchheimerweg 4; 69124 Heidelberg, Bldg. 106, Room 116
Hours: Tue-Fri 6:00-9:30 p.m.; Sat-Sun 8:30 a.m.-4:30 p.m.
Last day to enroll or drop without penalty: September 5, 2011

Site Director:
Bruce Toland. Assistant: Taylor Chavis. Patton Barracks, Bldg. 106, Room 109, Heidelberg, Germany. Phone: 373-7919 or CIV 06221-17-7919; Fax: 06221-16-9382; E-mail: apheidelberg@ou.edu

Professor Contact Information:
Course Professor: Tim Davidson, Ph.D.
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PHSC #812
University of Oklahoma
Norman, OK 73019
Telephone Number: (405) 325-1756
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E-mail Address: timdavidson@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 Follett/AP Bookstore located in the Oklahoma Memorial Union, 900 Asp Ave., Norman, OK. Orders can be placed online at www.oklahomaunion.bkstr.com or by telephone at 866-369-9713 (toll free in the U.S.) or 405-325-5960 (outside the U.S.). E-mail orders may be sent to oklahomaunioin@bkstr.com. Representatives are available from 8 a.m. to 6 p.m. CST Monday through Thursday and 8 a.m. to 5 p.m. CST on Friday. Summer hours: 8 a.m. to 4 p.m. CST. Faxed orders may be placed 24 hours a day to 866-223-5607 (toll free in the U.S.) or 405-325-1557 (outside the U.S.).


Note: The Follett/AP Bookstore 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 the Follett/AP Bookstore.

**Course Objectives:**

The objectives of this course are to:

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

**Assignments, Grading and Due Dates:**

1. **Paper 1:** There are two parts to the first written assignment. Part One is a self-exploration of the helping process; Part Two is an application of an established counseling theory.

   Concerning **Part One:** Theories often emerge from an examination of fundamental questions like: “what is the essence of helping?” “what do I actually do when I help someone?” or “what am I trying to accomplish as a helping professional in a human service?” Based on the reading for this course and your personal experience, write a three-page section describing and critiquing how you help other persons. Basically, Part One should be a statement of your own theoretical orientation to human relations and may be stated from the point of view of the counselor, manager, or other helping professional. In Part One, you should have 3 references other than your text books.

   Concerning **Part Two:** Select a major theoretical orientation from Corey, *Theory and practice of counseling and psychotherapy*. Then choose a real or imaginary situation to present as a written case study in which you are applying the theory you have chosen to that situation, (e.g., applying behavioral theory when counseling an adolescent, or existential theory in managing a work group, etc.). The situation may be in a clinical setting or a personal setting or in various professional settings (e.g., as a human resource manager, a civil rights advocate, an agency administrator, etc.). The study may be focused on an individual, family, group, or organization. The way in which you present your case study and theoretical application is up to you. One acceptable way is: a) to present a short vignette describing the situation; b) to write actual dialogue between the helper and helpee illustrating the theory being used; and c) to draw conclusions which highlight what theoretical premises and strategies were being applied, and why. Most of your emphasis should be placed on identifying key points of the theory under discussion and showing how you would apply these ideas in a practice setting. Part Two should be a minimum of five pages in length. In Part Two, you should have two other references, in addition to the Corey text, related to the particular theoretical orientation you are taking.
Your paper, consisting of the two parts, should not exceed ten pages. Follow APA style in citing references that you use. The paper should be typed, double-spaced, with a cover sheet. Pay careful attention to writing style and carefully edit your papers. [30 points] Due: the first day of class

2. **Paper 2:** The second written assignment is a two-part paper on management theory and on organizational theory.

Concerning **Part One:** Based on your reading of Morgan, *Images of Organization* and two other references in management theory, write a three page paper in this section, detailing your theoretical approach to management. You should make ten major points in which you specify and prioritize your top principles in managing effectively and humanely.

Concerning **Part Two:** Select one of the chapters in Morgan’s text (chapters 2-9) to study in more depth. After studying your selected chapter, apply the organizational theory represented in that chapter to a workplace or organization that you know about. Illustrate how the theory enhances understanding of that organization. Your analysis of the organization should be a minimum of three pages in length. Morgan’s text is the only reference you need for Part Two. Be sure to cite page numbers in the body of your paper when you reference Morgan’s ideas, and include a reference page for the text. [20 points] Due: one week after the last day of class; e-mailed to the instructor as an attachment.

3. **Team Projects:** Team projects will be assigned at the first class on issues relating to contemporary social issues and workplace concerns. The topics include:

   a. Racism in the twenty-first century
   b. Violence in society and in the workplace
   c. Religious extremism and intolerance
   d. Gay and lesbian issues as civil rights concerns
   e. Gender in the workplace from a feminist perspective

Students will make group presentations, utilizing didactic and creative methods, while applying theory to more fully understand the topic assigned to their group. Research on these topics should be conducted from outside sources, other than the assigned texts for this course. One hour will be designated for the in-class group presentation. An outline of the group presentation should be presented to the professor, along with any handouts or other material distributed to the class. [20 points] Due: The team projects will be presented to the class during the latter part of the week.

4. **Participation:** The class is based upon an interactive learning model and requires active participation by students during discussion and critical thinking formats. [10 points]

5. **Final Exam/ “Think Tanks”** A final exam will be given which is intended to measure the student’s working knowledge and ability to apply selected theories studied in the reading and lecture series. The class will be divided into small groups that will function as a “think tank” in solving an assigned human relations problem. The small groups will present their theoretical solutions to the rest of the class. [20 points]

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<thead>
<tr>
<th>Assignment</th>
<th>Due Date</th>
<th>Grade Points</th>
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<tr>
<td>Paper 1</td>
<td>First day of class</td>
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<td>Team projects</td>
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<td>Participation</td>
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<td>Final exam/Think Tanks</td>
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<tr>
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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. 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” found at http://www.ou.edu/provost/integrity

Accommodation Statement

The College of Continuing Education [Advanced Programs] is committed to making its activities as accessible as possible. For accommodations on the basis of disability, please contact your 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.

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

Tim Davidson, Ph.D.

Education


Current Positions

- Graduate Liaison of Human Relations, University of Oklahoma, Norman, OK
- Advanced Programs Professor since 1997
- Associate Professor of Human Relations, University of Oklahoma, Norman, OK

Frequently Taught Advanced Programs Courses

- HR 5003  Theoretical Foundations
- HR 5100  Assessment and Evaluation
- HR 5413  Chemical Dependency
- HR 5463  Counseling Skills

Major Areas of Teaching and Research Interest

- Clinical Practice
- Race Relations
- Ethics

Representative Publications and Presentations


Representative Honors and Awards Received

- Who's Who in American Colleges and Universities
- New York State Coalition Against Sexual Assault (Committee 1995-97)
- Mid-Hudson Regional Prevention Conference (Planning Committee 1995-97)

Major Professional Affiliations

- N.Y. State Local Conference of Mental Hygiene Directors (1995-97)
- Texas State Licensed Professional Counselors (1983-94)
- Texas State Licensed Marriage and Family Therapists (1992-94)