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

Course Title:  
Theoretical Foundations of Human Relations

Course Number:  
HR 5003-109

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 studies relating to multicultural issues and social justice themes. Applications of management theory in the world of work and helping theory in human services are featured.

Class Dates, Location and Hours:  
Dates: October 7-9 & 14-16, 2011  
Location: OCCE, Norman, Oklahoma. Classes are held in the Thurman White Forum Building of OCCE, 1704 Asp Avenue.  
Hours: Fri 5:30-9:30 p.m.; Sat 8:30 a.m.-4:30 p.m.; Sun 1:00-5:00 p.m.  
Last day to enroll or drop without penalty: September 8, 2011

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

Professor Contact Information:  
Course Professor: Anita Fream, M.A.  
Mailing Address: 620 Classen Blvd  
Norman, OK 73071  
Telephone Number: (405) 528-0221 (work)  
Fax Number: (405) 528-1517  
E-mail Address: Anita.S.Fream-1@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 oklahomaunion@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.).


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

Course Outline (Brief):

1. Introduction
   a. The nature of theory
   b. Change and broad theories of human behavior
2. Psychological theories
3. Family theories
4. Group and organizational theories
5. Social change theories
6. Ethical theories

Assignments, Grading and Due Dates:

Readings:
You are expected to read and be familiar with the texts before class begins.

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 Don Locke, Increasing Multicultural Understanding: A Comprehensive Model, select one of the minority populations discussed in the text, preferably someone from a racial and ethnic background different from yours. Prepare a structured interview stemming from the author’s model and then interview someone from your selected population, 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. Further details will be discussed in class.

**Individual Essays**

There will be several brief essays which will be completed in class. These will be open-book exams covering information given in class or in additional essays read in class. Questions will emphasize an understanding of the theory(ies) presented and/or application of theory to practice.

**Small Group Essays**

There will be several brief 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 Projects**

Team projects will apply theories to real-life situations, and will be presented on the last day of class. Research on your topic should be conducted from outside sources, in addition to the class notes and assigned text (if applicable). Further, more detailed instructions will be given in class and posted on D2L. All members of the team are expected to contribute equally to the presentation.

**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>Assignments</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paper: Structured cross-cultural interview</td>
<td>50 points</td>
</tr>
<tr>
<td>Brief essays</td>
<td>80 points</td>
</tr>
<tr>
<td>Team project</td>
<td>50 points</td>
</tr>
<tr>
<td>Exam</td>
<td>20 points</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>200 points</strong></td>
</tr>
</tbody>
</table>

Final grades will be assigned as:

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

Papers are graded according to the quality of content (75 percent), writing style and grammar (15 percent) and adherence to the assignment (10 percent). Team presentations are graded according to the overall production of the group with room for slight variations—positive or negative—depending on obvious individual performance.

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](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/](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.