Course Title:
Cultural Diversity in Human Relations

Course Number:
HR 5113-108

Course Description:
This course focuses on the changing demographics of our society, especially related to race and culture, gender, age, disability and socio-economic status, emphasizing the implications of these factors for effective management. Students will have the opportunity to examine management and consulting approaches effective in multicultural and heterogeneous groups and organizations by analyzing various levels of organizational intervention, the barriers to multicultural change, and ways of incorporating multicultural competencies in organizations.

In the course, we will establish a constant dialogue between theory and practice, between personal reflections and interpersonal exchange, between feelings, actions and thoughts. Students will therefore utilize both ethnographic and self-reflective techniques to expand cultural awareness. Field experience in culturally diverse settings is required. An approach to this kind is necessary if we are to grasp the deeper meanings, tensions, and implications of the process of creating a society that builds on the richness of diversity.

Class Dates, Location and Hours:
- Dates: October 24-30, 2011
- Location: 4475 England Ave., 99 FSS/FSDE, Bldg. 20, Suite 309, Nellis AFB, Nevada. Please contact Site Director to obtain information regarding base access and class 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: September 25, 2011

Site Director:
Megan Meneses. Phone: 702-643-5354; Fax: 702-652-9413; E-mail: apnellis@ou.edu

Professor Contact Information:
- Course Professor: Lee. A. Morris, Ed.D.
- Mailing Address: 3400 E. Maxwell Dr.
  Oklahoma City, OK  73121
- Telephone Number: (405) 427-6367
- Fax Number: (405) 427-1903
- E-mail Address: ouleemo@aol.com  or Lee.A.Morris-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: 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: 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:**

Through the present course, I would like students to achieve the following goals:
- to critically understand the challenges brought about by the demographic changes that are occurring in the workplace;
- to understand the infrastructure of identity and values formation;
- to develop awareness of personal values and biases and their impact on the community and organization;
- to identify stereotypes and their negative impact and strategies for combating them;
- to discuss communication skills and how they relate to trust.
- to identify diversity problems within organizations;
- to understand the emotional barriers to change;
- to identify action steps to personal and organizational change;
- to set general or concrete diversity goals; and
- to develop the ability to take leadership roles in addressing diversity issues within communities and within their organizations.

**Assignments, Grading and Due Dates:**

1. Read the textbooks prior to class. Students should be familiar with the topics and terminology under discussion at each session and contribute to class discussions. Students will be assigned to lead class discussions on various parts of the chapters.

2. Each student is to develop a paper which describes and critiques their cultural background. Include in the paper how your cultural background provided you with both advantages and disadvantages as well as how it continues to influence your personal perspective and management leadership style today. [suggested length: 6-8 pages minimum] Due first class session.

3. Identify and interview an individual who, in your opinion, has demonstrated leadership through/around diversity and be prepared to explain why you selected him or her. The following questions may be used as a guide to begin the interview process:
   a) Why did you choose to take a leadership role around diversity?
   b) What special abilities/skills and personal characteristics enable you to be effective in this kind of leadership role?
   c) What are the personal characteristics that hinder an individual’s ability to be effective in this role?
   d) What risks did you take when you took on such a role?
   e) What rewards have you seen?
Please list each question and follow with the response of the interviewee. There is not a requirement for a specific number of pages, but as a part of leadership analysis, the paper should adequately explore and consider your definition of leadership around and through diversity. **Due third class session.**

4. Write a five-page paper on a Racial/Ethnic Group (select a racial/ethnic group that is different from the group your individual interviewee belonged to). Prepare a five page paper on the selected group that includes salient features about the group, brief history, cultural attributes, and issues that the group faces in today’s society, etc. **Due fourth class session.** (Oral presentations will be given for this paper at a time to be determined during class. Lewis’ textbook may be helpful for preparing and presenting this paper.)

5. All work submitted must be typed.

The philosophy of this course is that we learn from each other. Therefore, preparation is vital to the course’s success. Unless otherwise instructed, readings and assignments listed in the syllabus should be completed by the class for which they are assigned. You may be called upon to: 1) summarize the readings, and 2) share your wisdom and experience related to the topic being discussed. Your contribution to class discussions and exercises is essential because it is only through these discussions and activities that the main learning from a particular topic can be explored. If you are unable to prepare for a particular class, please let me know before class so that I do not inadvertently call on you. Attendance is also critical. The experiential nature of this class requires that participants attend all classes.

Discussions of cultural diversity are often controversial or difficult. Class participants are responsible for permitting each member of the class to hold his or her own opinion without pressure from others to change it or fear of being attacked. Class participants should also remember, however, that one’s opinions may have an impact on others. Thus your learning, and that of other class participants, will be enhanced to the extent that you are willing to speak from your perspective and share your experiences and views with class. Class participants are responsible for honoring and maintaining the confidentiality of others. If class participants choose to share any personal information about themselves in the context of class discussions, no one should repeat this information outside of the class.

**Evaluation:** Students will be evaluated on the basis of performance in the following exercises:

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Due Date</th>
<th>Percent of Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cultural background paper</td>
<td>First class session</td>
<td>10 points</td>
</tr>
<tr>
<td>Diversity leadership paper</td>
<td>Second class session</td>
<td>20 points</td>
</tr>
<tr>
<td>Racial/ethnic group paper and presentation</td>
<td>Third class session</td>
<td>20 + 10 points</td>
</tr>
<tr>
<td>Class discussion</td>
<td>Throughout class</td>
<td>10 points</td>
</tr>
<tr>
<td>Final Examination</td>
<td>Final day of class</td>
<td>30 points</td>
</tr>
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**Grading:** This is a letter-graded course: A, B, C, D, or F.
A=91-100
B=81-90
C=71-80
D=61-70

**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

Lee A. Morris, Ed.D.

Education

1974 Ed.D. in Educational Administration, University of Oklahoma

Current Positions

- Advanced Programs Professor since 1994
- Emeritus, Director of Education Programs, College of Continuing Education, University of Oklahoma
- Adjunct Professor, Department of Human Relations, University of Oklahoma

Frequently Taught Advanced Programs Courses

- HR 5110 Diversity Awareness in the Workplace
- HR 5110 Diversity Training in Organizations
- HR 5113 Sexual Harassment
- HR 5113 Multicultural Counseling
- HR 5113 Racial Diversity in Organizations

Major Areas of Teaching and Research Interest

- Diversity training in organizations
- Managing diversity in organizations
- Workplace diversity
- Sexual harassment

Representative Publications and Presentations


Representative Honors and Awards Received

- Certificate of Appreciation, Oklahoma Association for Children and Adults with Learning Disabilities, 1975
Major Professional Affiliations

- Member, Certified Public Manager Advisory Board, State of Oklahoma
- Member, American Association of Colleges for Teacher Education
- Member, American Marketing Association
- Member, American Education Research Association