Course Title:  
Introduction to Graduate Studies in Human Relations

Course Number:  
HR 5093-107

Course Description:  
Human Relations is an interdisciplinary field aimed at utilizing interventions that facilitate the capabilities of individuals, groups, and organizations to problem-solve and develop their potential and quality of life. The introductory course introduces students to what is required of practitioners engaged in promoting change in individuals, families, small groups, communities, or organizations. The course will broadly cover the basic concepts, doctrines, and practices that undergird the study of individuals, groups (such as families), and ecological units such as communities and organizations.

Class Dates, Location and Hours:  
Location: OCCE, Norman, Oklahoma. Classes are held at 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: March 15, 2012

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

Professor Contact Information:  
Course Professor: Dorscine Spigner-Littles, Ph.D.  
Mailing Address: University of Oklahoma  
Department of Human Relations  
601 Elm, PHSC, Rm #709  
Norman, OK 73019  
Telephone Number: (405) 325-1756  
Fax Number: (405) 325-4402  
E-mail Address: dslittles@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.).


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:**

Understand the program of graduate studies in Human Relations by:

1. becoming familiar with graduate education standards and the tools needed for graduate study (e.g., APA manual writing style, research standards, critical thinking expectations, communication competence, etc.);
2. exploring the interdisciplinary field of human relations and gaining understanding of the profession by studying philosophical, theoretical, and historical influences;
3. having a clear understanding of the personal qualities, values, and skills needed for the human relations professional to be an effective helper and change agent;
4. having increased self-knowledge of personality type, communicator skills, leadership style, conflict management ability, and behavior in groups;
5. exploring issues relating to social justice, discrimination, diversity, and power in the organizational, counseling, community development, and service provider setting; and
6. increasing awareness of the social norms that influence the human relations professional with emphasis on change models, systems theory, postmodern concepts, feminist theory, and social constructionism.

**Assignments, Grading and Due Dates:**

1. Class attendance and participation: You are expected to attend all class sessions and to participate in discussions and learning activities.

2. Readings and Critique: You are expected to read each of the texts completely and to write a seven to ten page critique on Hodgetts and Hegar text.

   The critique should address the ideas in the readings. Which ideas did you feel challenged by? Which ideas are valuable/not valuable to you? The critique is not a book report or book review, but a critical review of how you read the texts (i.e., what you agree/disagree, accept/reject, understand/not understand) and whatever ideas the text prompted you to think about further. You may compare the text with each other or with readings or books you are familiar with. The critique is **Due: April 15, 2012**

   Critiques or review of a portion on each of the texts will be presented in class by individuals or assigned groups. You will discuss your assessment of the chapters of the textbooks. This exercise will provide you with different descriptions of the texts and the critiques will hopefully stimulate interaction between students.

3. Paper: Write a five-page paper that presents your perspective of human relations, the need for an interdisciplinary studies approach to human relations, and the usefulness of human relations to your profession. You should draw on personal perspectives and readings provided in the texts. **Due: April 13, 2012**.

4. Paper: Select one discipline and write a five-page paper characterizing how that discipline contributes to the interdisciplinary work of human relations. Some of the disciplines that contribute to the study of human relations are: Social Theory, Education, Sociology, Psychology, Cross-cultural Studies, History, Management and Family, Science, Medicine, Law, Anthropology, Humanities, Journalism and the Media, Mental Health, Quantitative and Qualitative Methods, Social Work, Leadership and Organizational Theory, etc. **Due: April 13, 2012**.
5. Paper: Write a 10 to 20 page critique of the Josselson book. In addition to the critique of the text, within the paper, prepare a relational map of your life at ages 5, 10, 15, 20, and present age, and discuss which of the eight dimensions each relationship represents. **Due: April 22, 2012**

6. Final Examination over Online Lectures.

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

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Point Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class Participation</td>
<td>10 points</td>
</tr>
<tr>
<td>Hodgetts and Hegar</td>
<td>20 points</td>
</tr>
<tr>
<td>Final Exam On-Line Lectures</td>
<td>20 points</td>
</tr>
<tr>
<td>Perspective on Human Relations Paper</td>
<td>15 points</td>
</tr>
<tr>
<td>Discipline Paper</td>
<td>15 points</td>
</tr>
<tr>
<td>Josselson Paper</td>
<td>20 points</td>
</tr>
</tbody>
</table>

Grading: This is a letter-graded course: A, B, C, D, or F. 91-100=A; 81-90=B; 71-80=C.

Grades are determined on the basis of a simple point system. The final grade is based upon the total number of points earned throughout the class sessions, as indicated above. Note that grades are not based on a class average or curve; what a student earns depends upon 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

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

Dorscine Spigner Littles, Ph.D.

Education

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

Current Positions

- Advanced Programs Professor since 1994
- Associate Professor, Department of Human Relations, University of Oklahoma

Frequently Taught Advanced Programs Courses

- HR 5033 Leadership in Organizations
- HR 5083 Seminar In Group Dynamics
- HR 5093 Introduction to Graduate Studies in Human Relations
- HR 5113 Racial Diversity In Organizations

Representative Publications and Presentations


Representative Honors and Awards Received

- Appreciation Award, Minority Graduate Student Association, 1993
- Outstanding Young Woman of America Award, 1982
- Minority High Academic Achievement Award, 1977-80

Major Professional Affiliations

- National Research Conference on African and African American Studies
- Strategic Planning Committee Research and Graduate Programs
- Quarterly Forum on Issues Facing the African American Community
- General Education Committee
- African American Studies Committee