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

Course Title: 
Research in Human Relations

Course Number: 
HR 5023-223

Course Description: 
This course serves as a graduate-level introduction to the theoretical and methodological skills necessary to conduct an applied research program. The methodological approaches covered in this course are varied and emphasize a range of social science orientations. Special focus will be upon designing and implementing a research project related to the student's area of concentration in human relations.

Class Dates, Location and Hours: 
Dates: February 4-9, 2014  
Location: Naples, Italy. See Site Director for classroom site.  
Hours: Tue-Fri 6:00-9:30 pm; Sat-Sun 8:30 a.m.-4:30 p.m.  
Last day to enroll or drop without penalty: January 6, 2014

Site Director:  
Amelia Gracia. Phone: 39-081-568-6672; DSN 626-6672; Fax: 39-081-568-6671; E-mail: apnaples@ou.edu

Professor Contact Information: 
Course Professor: Jody Worley, Ph. D.  
Mailing Address: University of Oklahoma  
4502 E. 41st Street, 1J24  
Tulsa, OK, 74035  
Telephone Number: 918/660-3486  
Fax Number: 918/660-3490  
E-mail Address: jworley@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.). (Text prices are available online.)


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:

- To prepare human relations professionals to be both a consumer and producer of applied research.
- To prepare human relations professionals to understand the theoretical issues of inquiry.
- To study and demonstrate an understanding of the scientific method.
- To understand issues of validity and reliability.
- To develop a research question and formulate hypotheses related to the research question.
- To study and demonstrate an understanding of basic descriptive and inferential statistics.

Course Outline:

Unit One – Getting Started

1. The types and uses of social research.
2. The relationship between theory and research.
3. Selecting researchable topics and questions.
4. Ethics and social research.

Unit Two – Observational Methods and Measurement: Questionnaires and Structured Interviews

1. Strategies of systematic observational research.
2. Questionnaires, surveys and self-report measures.
3. Reliability and validity in measurement and research.
4. Qualitative interviewing.

Unit Three – Design and Implementation

1. Randomized experiments and causal inference.
2. Non-randomized research and causal reasoning.
3. Random and non-random sampling strategies

Unit Four – Describing Data and Making Inferences

1. Summarizing and describing data.
2. Correlating variables.
3. Statistical significance, effect size, and power analysis.
4. Communicating research findings.

Assignments, Grading and Due Dates:

Students are expected to have read all material for the course before the first class meeting. In general, students who have not read the textbook prior to the first class meeting experience great difficulty keeping up with the pace of the condensed course format. Written assignments will consist of manuscript reviews. In addition students will be expected to present their review of a published research study to the class.

1. Read Rosnow & Rosenthal (2012), chapters 1-3 and complete the Unit One exercises posted on Desire2Learn (www.learn.ou.edu) prior to the first class meeting. The deadline to submit this document is the first night of class. Allow plenty of time to complete this assignment. I recommend you begin working to complete this module at least one month before class starts. (15% of final grade).

2. Article Review. The review accounts for 35% of the final course grade. The format for the review will be provided before the first class meeting. The article review is due at the final class meeting. I strongly encourage you to submit a draft of your review for my perusal and comments so that you can make revisions and resubmit a polished final draft for a grade.

3. Final Exam (50% of the final grade). There will be an in-class final exam during the last class meeting. The exam will cover all of the material from the assigned readings and content covered in class discussions.
Grading:

This is a letter-graded course: A, B, C, D, or F. The goal of this course is learning, not evaluation. On the other hand, assessment and evaluation are necessary evils of our system of higher education. In this regard, let me assure you that a reasonable effort should result in an acceptable grade. This does not mean that showing up for class and submitting mediocre work entitles a student to an 'A' or even a 'B' for the course. As to the nitty-gritty details, superior performance on all assignments and final paper/exam will result in a grade of 'A' for the course. Satisfactory completion of assignments will earn a 'B' for the course. Failure to adequately complete assignments with poor performance on the application project and/or the final paper/exam will result in a 'C' for the course. I strongly urge you to avoid an incomplete 'I' at all costs.

The standard convention for assigning letter grades for the course will be followed:

A = 90% - 100% of total points possible
B = 80% - 89%
C = 70% - 79%
D = 60% - 69%
F < 60%

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Due Date</th>
<th>Percent of Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unit One Assignments</td>
<td>First class meeting</td>
<td>15%</td>
</tr>
<tr>
<td>Article Review</td>
<td>One week after the final class meeting</td>
<td>35%</td>
</tr>
<tr>
<td>Exam</td>
<td>Final class meeting</td>
<td>50%</td>
</tr>
</tbody>
</table>

This means.

Course Grade = (0.15*Unit 1 score) + (0.35*Article Review Score) + (0.50*Final Exam Score)

So, for example, if you score an 85 on the pre-course/unit one assignment, a 95 on the article review assignment, and an 88 on the final exam, your course grade would be calculated as follows:

Course Grade = (0.15*85) + (0.35*95) + (0.50*88)

= 12.75 + 33.25 + 44

= 90

This would mean that you earned 90% of the total possible points, which constitutes an ‘A’ for the class. Congratulations!

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

Jody Worley, Ph.D.

Education

• 2006  Ph.D., Educational Psychology-Research Methods and Evaluation
  Oklahoma State University, Stillwater, OK

Current Positions

• Associate Professor, University of Oklahoma, Human Relations Department
• Advanced Programs Professor since 2007

Frequently Taught Advanced Programs Courses

• HR5023 Research in Human Relations
• HR5323 Organizational Behavior
• HR5053 Diversity and Justice in Organizations
• HR5113 Work/Life Integration

Representative Publications and Presentations

• Worley, J. A. (In Press). Yuppies, buppies, etc. In Linwood Cousins (Ed.), Encyclopedia of
  Human Services and Diversity. SAGE Publications. Scheduled for publication in October 2014.
  SAGE Publications. http://www.sagepub.com/books/Book237017
  SAGE Publications. http://www.sagepub.com/books/Book237017
  and C. Scott (eds.). Workforce Diversity: Current and Emerging Issues and Case Studies, New
  politics. Children’s Geographies. DOI:10.1080/14733285.2013.812306
  alpha for the Maslach Burnout Inventory. Educational and Psychological Measurement, 7, 231-
  244.
  Voices: A Community Based Participatory Research Project. American Indian and Alaska Native
  Mental Health Research, 17(1), 49-70.
  support: Which measure should we use? SA Journal of Industrial Psychology, 35(1), 1-5.
  Journal of Mixed Methods Research, 3, 42-64.
  L. B. Palcroft and M. V. Lopez (Eds.), Personality assessment: New research. New York: Nova
  family conflict and burnout among Hispanic-American male workers. Shiftwork International
  Newsletter, 25(2), 164.
  Maslach Burnout Inventory: A review of 44 exploratory and confirmatory factor analytic studies.
  Educational and Psychological Measurement, 68, 797-823.


**Representative Honors and Awards Received**

- **2013** Principal Investigator, “Community indicators for child vulnerability to abuse and neglect: Development of a model for tracking crisis indicators and utilization of system services.” Funding received through the Tulsa County Coalition for Child Protection ($11,227).

- **2010-11** Principal Investigator, “Juvenile Offender Re-entry Project” with Tulsa Youth Services, and the Oklahoma Office of Juvenile Affairs. Funding received through the US Department of Justice ($99,835).

- **2008-09** Co-Principal Investigator on “Child Care Portfolio Project” with the State of Oklahoma, Department of Human Services ($20,000).

- **2007-08** Co-Principal Investigator to evaluate the Positive Behavior Support (PBS) programs with Tulsa Public Schools ($31,728).

- **2007-08** Co-Principal Investigator contracted to evaluate the Youth Philanthropy Initiative (YPI) with by Schusterman Family Foundation ($9,995).
• 2006-07  Tulsa Mayor’s Citizen Corps Contract Award to investigate volunteer engagement ($4,900).

• 2003  Stipend in the amount of $3,896 to research the impact of Faculty Innovation Grant awards ($33,709) on teaching and learning at Tulsa Community College, Tulsa, OK.

• 1998  Office of Aviation Medicine - Outstanding Team award from the Federal Air Surgeon for research conducted at the Civil Aviation Registry in Oklahoma City, OK.