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

Course Title:
Seminar in Local Issues in Human Relations: Cultural Diversity

Course Number:
HR 5113-801

Course Description:
This course is designed to allow students the opportunity to review and explore the most recent literature, research and practices related to diversity within groups and organizational contexts. Special consideration will be given to the international aspects of issues of diversity. Students are expected to use available literature and research to: assess current national efforts that promote diversity in communities and organizations; determine the applicability of selected research and literature pertaining to international cultures; consider the relevancy of current research in determining relevant areas of future organizational cultural diversity research and practices; and explore their own attitudes, beliefs, and behavior that pertain to cultural diversity.

Class Dates, Location, and Hours:

Location: OCCE, Norman, Oklahoma. Classroom is located in the Thurman White forum building of OCCE, 1704 Asp Avenue.
Hours: Mon – Fri 9:15 am. – 12:00 pm
Last day to enroll or drop without penalty: April 1, 2012

Site Director:
Rebecca Fussnecker. Phone: DSN 370-6687; CIV 06221-768118; DSN Fax (call first) 370-6687; CIV Fax: 06221-768945; E-mail: apeuprogram@ou.edu

Professor Contact Information:
Course Professor: George Henderson, Ph.D.
Mailing Address: 601 Elm Avenue, Room 728
Department of Human Relations
Norman, OK 73019
Telephone Number: (405) 325-1756
E-mail Address: clsdean@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 each class session, or 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 405-325-7140 (outside the U.S.).

2. Thomas, R. (2010). *Building on the promise of diversity: How we can move to the next level in our workplaces, our communities and our society*. New York: AMACOM. ISBN 9780814417058. (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:**

Each student is expected to do the following:

- Identify, examine and discuss current theories pertaining to cultural diversity;
- Identify, examine and discuss organizational programs that pertain to cultural diversity;
- Identify, examine and discuss legislative actions and judicial decisions that affect cultural diversity;
- Identify, examine and discuss your own diversity-related beliefs and behaviors.

**Assignments, Grading and Due Dates:**

1. Each student should read the textbooks prior to first class session.

2. Each student must draw from the *Race and University* textbook some issues, problems and possible solutions that may confront an agent of change who attempts to improve an organization’s racial and cultural diversity environment. Compare and contrast the situation in the textbook with that of a change agent you know personally. The other change agent could be you. Be specific. A 15 to 20-page typewritten paper is due on the first day of classes. For the purpose of this assignment, the following components are required:
   a. An introduction or introductory remarks;
   b. Delineation of the issues relevant for diversity activists;
   c. A succinct description of some problems inherent in changing organizations;
   d. A discussion of effective and ineffective strategies used by the activists;
   e. Conclusions; and
   f. Recommendations for further research.

3. Each student must answer the following questions in the *Managing Cultural Differences* textbook: Page 35: 1, 2, 4, 5; Page 68: 1, 2, 3, 4; Page 95: 1, 3, 4, 5; Page 124: 1, 2, 3, 4; Page 151: 4, 5, 6, 7; Page 178: 1, 2, 3, 4; Page 202: 1, 2, 3, 4; Page 229: 1, 2, 3, 4; Pages 249-250: 1, 3, 6. If any of your answers are yes or no, explain them. Also, you must write a book review of the *Building on the Promise of Diversity* textbook. Read book reviews that have been published in professional journals. But do not copy or paraphrase published reviews of Thomas’s book. Be original. The **Thomas review is due the first day of classes**. The **Moran assignment is due on the last day of classes**. There are no predetermined lengths for these two papers; their **thoroughness and written qualities** are the key factors that will be used to determine your grades.

4. Each student will complete a final essay examination based on selected course concepts and issues.

Grading: This is a letter-graded course: A, B, C, D, or F. The following percentage distribution of class requirements and activities will be used to determine grades for the class.
<table>
<thead>
<tr>
<th>Assignment</th>
<th>Percent of Grade</th>
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<tbody>
<tr>
<td>Henderson textbook assignment</td>
<td>20%</td>
</tr>
<tr>
<td>Moran textbook assignment</td>
<td>30%</td>
</tr>
<tr>
<td>Thomas textbook assignment</td>
<td>15%</td>
</tr>
<tr>
<td>Final examination (25%) and classroom team assignments</td>
<td>35%</td>
</tr>
</tbody>
</table>

Please be aware that I will do everything I can to make our time together worthwhile. And I sincerely hope that each of you will do likewise. This is our class!

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. 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
George Henderson, Ph.D.

Education

1965 Ph.D. in Educational Sociology, Wayne State University

Current Positions

• Advanced Programs Professor since 1968
• S. N. Goldman Professor Emeritus
• David Ross Boyd Professor Emeritus
• Regents’ Professor Emeritus

Frequently Taught Advanced Programs Courses

• HR 5013  Current Problems in Human Relations
• HR 5013  Diversity in the Workplace

Major Areas of Teaching and Research Interest

• Racial and ethnic relations
• Diversity in the workplace
• Urban sociology
• Community policing

Representative Publications and Presentations


Major Professional Affiliations

• American Sociological Association
• Alpha Kappa Delta (Sociology)
• Omicron Delta Kappa (National Leadership Society for College Men)
• Delta Tau Kappa (International Social Science Honor Society)
• Association of Black Sociologists