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

Course Title:  
Theoretical Foundations of Human Relations

Course Number:  
HR 5003-226

Course Description:  
This course is designed to help students understand, from a theoretical and empirical viewpoint, interpersonal relations. The course will be organized with the understanding that students have diverse goals. Some may be interested in providing human services in counseling or educational settings; others may be more interested in organizational and managerial matters. Still others may be taking the course for no other reason than to learn a little more about their own species. We will try to address all student needs by (a) discussing various theoretical accounts of how people relate to each other; (b) by looking at how people develop relationships and form groups; and (c) by examining how people influence each other. We will also consider (d) the role of culture in interpersonal relationships.

Class Dates, Location and Hours:  
Dates: May 8-13, 2012  
Location: Wiesbaden, Germany. Class will be held in Basement of the Middle School Complex, in the Hainerberg Housing areas, Bldg. #778  
Hours: Tue-Fri 6:00-9:30 p.m.; Sat-Sun 8:30 a.m.-4:30 p.m.  
Last day to enroll or drop without penalty: April 9, 2012

Site Director:  
Wade Jackson. Assistant: Nicole Gray. Phone: DSN 337-5937, CIV 0611-705-5937; Fax: 0611-705-6188; E-mail: apwiesbaden@ou.edu

Professor Contact Information:  
Course Professor: Richard Reardon  
Mailing Address: University of Idaho  
1031 North Academic Way, Ste 242  
Coeur d’Arlene, ID 83814-2277  
Telephone Number: (208) 292-2523  
Fax Number: (208) 664-1272  
E-mail Address: rreardon@uidaho.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 405-325-7140 (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:**

After completing this course, students should:
1. understand the various theoretical approaches to interpersonal relations;
2. understand how people develop relationships and form groups;
3. understand how people construct an understanding of their social world; and
4. understand how to apply theory to practice in human services and organizations.

**Course Outline:**

There will be about 26 hours of class time. Class days and nights vary depending on semester and location, so I have divided the course into blocks of hours. The last 3 hours will be devoted to an open-book final exam (I will give you more details about this in class). Below is a list of class topics along with the readings associated with those topics. The time I expect to spend is given in parentheses. Many of the readings are short, so you should be able to manage it all without feeling overwhelmed. Please read everything in the Custom reading pack (or as much as you can) before or first class. Please read the articles/chapters in the order below. The additional readings from Matteson & Ivancevich will be provided at our first class session.

I. What’s a Theory? (5 hrs.)
   a. Theoretical overview handout provided by instructor in class
   b. Barone (Custom Packet readings)

II. General Theoretical Perspectives and some social/human service implications
   a. Psychodynamic (3 hrs.)
      i. Westen & Gabbard (Custom Packet readings)
      ii. Alexander (Custom Packet readings)
      iii. Beir (Custom Packet readings)
      iv. Freud (Custom Packet readings)
      v. Jung (Custom Packet readings)
      vi. Erikson (Custom Packet readings)
   b. Biological (2 hrs.)
      i. Masterson (Custom Packet readings)
      ii. Eysenck (Custom Packet readings)
   c. Humanistic (2 hr.)
      i. Maslow (Custom Packet readings)
      ii. Lakin (Custom Packet readings)
   d. Behaviorist (2 hr.)
      i. Bjork (Custom Packet readings)
      ii. Skinner (Custom Packet readings)
   e. Cognitive (3 hrs.)
      i. Zigler & Gilman (Custom Packet readings)
      ii. Kelly (Custom Packet readings)
      iii. Kihlstrom (Custom Packet readings)
      iv. Ellemers, et al. (Custom Packet readings)

III. Implications for Organizations (Remember, you are not expected to buy a copy of the Matteson & Ivancevich book; copies of key articles will be made available on the first night of class.)
   a. Foundations (3 hrs.)
      i. Smith (in Matteson & Ivancevich, i.e., M&I)
      ii. Taylor (in Matteson & Ivancevich, i.e., M&I)
      iii. Gulick (in M&I)
      iv. Homans (in M&I)
v. McGregor (in M&I)
vi. Maslow (in M&I)
b. Classical processes (1 hr.)
   i. Weber (in M&I)
c. Managing Individual and Group Behavior (3 hrs.)
   i. French & Raven (in M&I)
   ii. Coch & French (in M&I)
d. Leadership, Motivation, Decisions (2 hrs.)
   i. Fiedler (in M&I)
   ii. McClelland (in M&I)

**Assignments, Grading and Due Dates:**

1. This is a theories course so, as you might expect, the reading list is extensive. Most of the readings are fairly succinct chapters or articles. Articles for the first half of the class are from a variety of sources (they are in the custom packet), while those for the second half of the class are mostly chapters from the Matteson & Ivancevich book. In a class like this, it is critical that you come to the first class with your reading completed. You should be finished with the first wave of readings from the Custom Packet, and the associated writing assignment, by our first class session. That way, when you get to the second wave of readings the first night, from Matteson & Ivancevich, you will have time to read those over the course of the week. For the first wave from the Custom Packet, I will ask each of you to submit a list of the 5 most important points (in your view) from each of the readings (that is, from each chapter or article). You should be able to describe each point in about 3-4 sentences. This assignment is due on the last day of class (please remember to make a copy for yourselves). I will ask each of you to give me an update on your progress at our first class meeting. Work obligations will sometimes make getting all reading and writing done in as timely a way as you might wish. If necessary, I would be glad to work with you to come up with an extension that works for both of us. **Percent of grade (35%).**

2. Participation in discussion and exercises. **Percent of grade (15%)**

3. An “open-book” essay Final Exam will be taken during the last 2-3 hours of class. You may use any notes you have prepared and your text materials to help you formulate your answers. No special study is necessary for this exam beyond what we will be doing in the normal course of class. **Percent of grade (25%)**

4. Post-seminar assignment. Due 1 week from the last day of class. For the chapters provided from the Matteson & Ivancevich book, I will ask each of you to follow the same writing instructions I gave, above, for the Custom Packet: That is submit a list of the 5 most important points (in your view) from each of the readings (that is, from each chapter we cover). You should be able to describe each point in about 3-4 sentences (please remember to make a copy for yourselves). **Percent of grade (25%)**

Grading: This is a letter-graded course: A, B, C, D, or F.

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.
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
Richard Reardon, Ph.D.

Education

- 1981 Ph.D. in Psychology, University of Georgia
- 1978 M.S. in Psychology, University of Georgia
- 1973 B.A. in Anthropology & Psychology (double major), University of North Carolina-Chapel Hill

Current Positions

- Associate-Vice President and Center Executive Officer, University of Idaho-Coeur d’Alene
- Assoc. Dean, College of Letters, Arts & Social Sciences & Professor of Psychology, Univ of Idaho
- Adjunct Associate Professor, Department of Human Relations, University of Oklahoma

Frequently Taught Advanced Programs Courses

- HR 5003 Theoretical Foundations of Human Relations
- HR 5110 Human Relations in the Workplace
- HR 5173 Applied Interpersonal Dynamics

Major Areas of Teaching and Research Interest

- Social/Interpersonal Behavior
- Human-Technology Interaction
- Social Cognition/Person Memory
- Leadership and Conflict in Organizations

Representative Publications and Presentations


Representative Honors and Awards Received

- University of Georgia Department of Psychology Zimmer Scholar (1980)
- University of Oklahoma Associates’ Distinguished Lecturer (1986)
- University of Oklahoma Course Development Teaching Award (1991)
- University of Oklahoma General Education Teaching Award (1998)
- University of Idaho Outstanding Employee Award (2000)

Major Professional Affiliations

- American Psychological Society
- Society of Personality and Social Psychology
- Midwestern Psychological Association