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

Course Title:  
Cultural Diversity in Human Relations  

Course Number:  
HR 5113-116  

Course Description:  
This course focuses on key dimensions of cultural and cross-cultural diversity and relations (including but not restricted to race, ethnicity, nationality, class, gender, religion, sexual orientation, disability, and age) in various forms of organizations, with implications for problem-solving, conflict resolution, human resource development, leadership development, and organizational development. This course has theoretical and experiential components to enhance the students’ understanding of the major concepts covered in the course.

Class Dates, Location and Hours:  
Dates: June 25 – July 1, 2012  
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: May 27, 2012

Site Director:  
Phone: 703-418-4800; Fax: 703-418-2730; E-mail: apwashington@ou.edu

Professor Contact Information:  
Course Professor: Susan F. Sharp  
Mailing Address: University of Oklahoma  
Department of Sociology  
780 Van Vleet Oval  
Norman, OK 73019  
Telephone Number: (405) 325-2829  
Fax Number: (405) 325 -7825  
E-mail Address: ssharp@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 405-325-7140 (outside the U.S.).


3. Timmerman, K. *Where am I wearing?: A global tour to the countries, factories, and people that make our clothes*. New York: John Wiley & Sons. ISBN 9780470376546. (Text prices are available online.)

4. 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:**

Upon completion of this course, students will:

- Understand terminology related to diversity
- Identify their own issues surrounding racial difference, identity, cultural beliefs and value systems, and biases
- Understand current barriers to optimal use of diversity in the workplace
- Develop ways to improve interactions in a multicultural workplace
- Understand company characteristics that value and effectively integrate diversity in the workplace

**Teaching Philosophy**

The course focuses on creating an environment in which both the students and instructor bring their experiences and knowledge to the class to create a successful learning experience. The professor’s role is to facilitate mastery of the material. Students are expected to be active, responsible, and dedicated learners. The topics discussed in this course can be sensitive. Students and the instructor are expected to inquire and dialogue with respect for the perspectives of others.

**Course Outline:**

**Session 1:**

Introduction; overview of cultural diversity and relations; definition of sexism, ageism, racism, ableism, heterosexism, etc. **Due (no exceptions): Papers discussing cultural background**

**Session 2:**

Continuation of discussion on cultural diversity, reasonable accommodation, affirmative action, etc. (mini-lecture, class discussion). **Presentations of cultural background papers.**

**Session 3:**

Presentations from interviews, followed by collaborative discussion and development of observed themes. **Due: Interview summaries**

**Session 4:**

Global diversity, the global divide and digital divide. **Group presentations on regions**
Session 5:
Resolution of cultural diversity issues; development of cultural diversity education and training. (mini-lecture, class discussion, and video)

Session 6:
Group presentations on specific marginalized or disadvantaged groups.

Session 7:
Discussion and summary of the material covered in the course. Final exam in class.

Assignments, Grading and Due Dates:
1. Read the first two textbooks (Fons & Hampden-Turner and Timmerman) prior to class. Students should be familiar with the topics and terminology under discussion at each session and contribute to class discussions.

2. Each student will write a 5-6 page paper describing his or her own 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: 5-6 pages] Due on or before first class session, June 25. These will be presented in class on Day 2 (June 26) (20 points – 15 points for paper, 5 for presentation)

3. Identify and interview an individual who, in your opinion, has demonstrated leadership in the area of diversity. You will turn in your questions and the person’s responses as well as a one page summary of the interview. Use the following questions as a guide (but you can add to these if you want):
   a) How did you end up in a leadership role related to diversity?
   b) What special abilities/skills and personal characteristics enable you to be effective in this kind of leadership role?
   c) What personal characteristics do you believe can hinder an individual’s ability to be effective in this role?
   d) What difficulties have you experienced in this role?
   e) What rewards have you seen?
You will present a 5-7 minute summary to the class on Day 3. We will then (as a class) develop a list of common themes. (There is no page length other than the one page summary. Due session 3 – June 27.) (10 points for interview and summary, 5 points for presentation to class)

4. We will form teams of 5 persons each on the first day of class. On Day 4 (June 28), each team will present how to do business in a specific part of the globe (i.e., Western Europe, Eastern Europe and former Soviet bloc, South America, Southeast Asia, Middle East, Africa). Each individual in the team will take a country in the group’s region (in some cases, two students will share a country). You will be using the Morrison & Conway text and presenting on what you think are the most important aspects of culture that someone dealing with that region should know. Presentations June 28 (15 points)

5. Each group will give a presentation on some disadvantaged or marginalized group (this can be a racial group, a regional group, a religious individuals with some kind of disability, etc.) The presentations will be on Day 6 (June 30). (25 points)

6. Exam in-class, last day of class. (25 points)
Grading: This is a letter-graded course: A, B, C, D, or F.

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Due Date</th>
<th>Percent of Grade</th>
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<tbody>
<tr>
<td>Cultural background paper</td>
<td>25 June</td>
<td>15%</td>
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<tr>
<td>Cultural background presentation</td>
<td>26 June</td>
<td>5%</td>
</tr>
<tr>
<td>Interview summary/presentation</td>
<td>27 June</td>
<td>20%</td>
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<tr>
<td>Presentations on regions</td>
<td>28 June</td>
<td>15%</td>
</tr>
<tr>
<td>Group Presentation</td>
<td>30 June</td>
<td>25%</td>
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<tr>
<td>In-class final exam</td>
<td>1 July</td>
<td>25%</td>
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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
Susan F. Sharp, PH. D.

Education
- M. A. in Sociology, Texas Tech University
- Ph.D. in Sociology, University of Texas at Austin

Current Positions
- L. J. Semrod, Presidential Professor of Sociology and Women’s Studies, Department of Sociology, University of Oklahoma
- Adjunct, Department of Human Relations, University of Oklahoma
- Adjunct and Faculty Fellow, College of Liberal Studies, University of Oklahoma

Frequently Taught Advanced Programs Courses
- HR 5100 Gangs, Drugs, and Violence
- HR 5110 12 Step Programs & Recovery
- LSTD 5913 Qualitative Research Methods
- HR 5110 Multiculturalism

Major Areas of Teaching and Research Interest
- Research Methods
- Gender, Deviance and Crime and Criminal Justice
- Theoretical explanations of Crime and Deviance
- The Effects of Incarceration on Families
- The Death Penalty

Representative Publications and Presentations
- 2005 Sharp, Susan F. Feminist Criminology: The Relationship Between Policy, Practice and Research, Women, Girls and Criminal Justice Newsletter
• 2010 Report to the Oklahoma Commission on Children and Youth and the Oklahoma State Legislature (2009)

Representative Honors and Awards Received

• 2011 Coramae Richey Mann Inconvenient Woman Award, Division on Women and Crime, ASC
• 2011 University of Oklahoma Student Association’s Outstanding Faculty Member of the University of Oklahoma
• 2009 Kinney-Sugg Outstanding Professor, College of Arts & Sciences
• 2009 L.J. Semrod Presidential Professor
• 2008 Saltzman Award, Division on Women and Crime, ASC
• 2007 Kenneth E. Crook Outstanding Faculty Award, OU College of Liberal Studies
• 2005 University of Oklahoma Good Teaching Award.
• 2003-4 Chair, Division on Women and Crime of the American Society of Criminology
• 2003 Rufus G. Hall Award, Outstanding Faculty, College of Liberal Studies, University of Oklahoma
• 2000 Most Inspiring Faculty, University of Oklahoma Student Athletes
• 1998 University of Oklahoma Student Association President’s Outstanding Faculty Award
• 1997 Arts and Sciences Junior Faculty Summer Research Fellowship
• 1996 Student Paper Competition Winner, Sociologists’ AIDS Network, American Sociological Association
• 1981 Outstanding Undergraduate Paper, Mid-South Sociological Association
• 1969 National Merit Scholar

Major Professional Affiliations

• Academy of Criminal Justice Sciences
• American Society of Criminologists
• American Sociological Association