Theoretical Foundation of Human Relations

Course Number:
HR 5003-490

Course Description:
This course is designed to expose students to fundamental theories upon which practice in human relations is based, and to facilitate a greater understanding in how these theories can be applied by the human relations professional. A wide range of theories are studied relating to personality, social and organizational issues. Personality theory and conceptual approaches in psychotherapy are featured, as well as studies applications of organizational theory in the world of work.

Course Dates:
September 1-December  31, 2012
Last day to enroll or drop without penalty: August 3, 2012

Site Director:
This is a three-credit hour online course. Please see your local Site Director or e-mail our online site coordinator at aponline@ou.edu

Professor Contact Information:
Course Professor: Anita Fream, M.A.
Mailing Address 620 Classen Boulevard
Norman, OK 73071
Telephone Number: 405/528-0221
Fax Number: 405/528-1517
E-mail Address: Anita.S.Fream-1@ou.edu Please give me 24-48 hours to respond to email.
Virtual Office Hours: By appointment
Professor availability: The professor will be available via e-mail to students during the above listed Virtual Office Hours and other methods by arrangement.

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.).


4. Students will need to purchase ONE of the following texts for use in online reading and discussion groups. Students will sign up for these groups after the course begins, so do NOT buy your book until you know what group you will be in:

Students will sign up for one reading group the first week of class; groups will be limited in size and will be first-come, first-served.

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.

**OU E-Mail:**
All official correspondence from distance learning instructors will be sent only to students’ ou.edu address.

**Online Learning Resource Center:**
The Online Learning Resource Center of the University of Oklahoma’s College of Arts and Sciences Online Program is here to serve you and assist you with any questions, problems, or concerns you may have. For assistance go to [http://casweb.ou.edu/olr/](http://casweb.ou.edu/olr/) or contact us by telephone at: (405) 325-5854 or Email: casonline@ou.edu

**Course Objectives:**
The objectives of this course are to:
   - understand the fundamental principles of various theoretical orientations that form the foundation of human relations practice;
   - learn specific practices and techniques associated with theoretical orientations, in order to enhance intervention strategies, whether in organizations, a counseling environment or other settings;
   - develop the student’s own preferred theoretical orientation and to increase understanding on how one’s theoretical orientation may affect behavior, perspectives, biases, and value systems when interacting with other people or in a group situation;
   - develop further self-awareness about identity related to race, ethnicity, gender, and sexual orientation, and recognize their salience in human relations practice;
   - develop critical thinking in relation to theories, especially regarding the role of theory in guiding ethical behavior in the practice of human relations;

**Assignments, Grading, and Due Dates:**

1. Video reviews and response questions (80 points total). For each of the following Corey chapters, you are required to view the demonstration video by Gerald Corey on the dvd and answer the short answer questions in at least two substantial paragraphs. Responses must be emailed EACH WEEK to Dr. Fream at Anita.S.Fream-1@ou.edu from your OU account for credit. Other accounts may be marked as spam, and are not guaranteed to be delivered. The chapters for which you are responsible for viewing the videos are:
   - Psychoanalytic
   - Behavior Therapy
   - Person-Centered
   - Gestalt
   - Cognitive Behavioral
   - Feminist
2. Self-Study Project (80 points total). During the first week of class, you will select an area for personal change or improvement. Common areas of interest include improving stress management, increased exercise, improved sleep hygiene, or smoking reduction/cessation. However, any area you are comfortable working in and sharing is fine. Based on your topics of interest, you will be placed into Discussion Board groups. Each week, you will be responsible for applying an idea from the theory covered in Corey to your area of change. For instance, when we study Cognitive Behavioral Therapy, you will choose one or more interventions from this topic and apply them to your area of change, such as smoking. You will then report on your progress/intervention to your peers on the Discussion Board in at least two substantial paragraphs, and will provide feedback/encouragement/motivation to your peers in their attempts.

3. Theories Exam (100 points total)
The exam will consist of essay and case study questions. You will have one attempt at the exam. You may utilize notes, books, and other resources; however, you may not collaborate on responses.

4. Book Review (50 points). During the course of the semester, you must obtain and read one of the following books and participate in two discussions about your book with fellow classmates. Stimulus questions to guide each discussion will be provided. Group members will email each other to set a time for each discussion in advance.
   - The Gift of Therapy: An Open Letter to a New Generation of Therapists and Their Patients by Irvin Yalom
   - Subversive Dialogues by Laura Brown
   - Man’s Search for Meaning by Viktor Frankl

5. Theoretical Paper (50 points). Below are common reasons that individuals seek therapy. Please choose one of these topics, and write a comprehensive 15-20 page paper to address this issue. Your paper must include no less than 15 current (2005+) peer-reviewed references, and must compare and contrast at least two distinct theoretical approaches to treating the issue. You should plan to focus your paper on the treatment and etiology for your chosen topic.
   - Depression
   - Anxiety
   - Marital problems
   - Divorce
   - Child Abuse
   - Sexual Assault
   - Trauma
   - ADHD
   - Substance Abuse/Dependence

6. Reflection Statements—Kinicki Book (30 points total). As you read the Kinicki text, you must submit three one-page minimum reflection statements to the dropbox (one per each third of the book). These reflections are to be thoughtful, professional, and contain evidence of critical thinking. Reflections which are mere summaries of the text will suffer a 50% point deduction.
<table>
<thead>
<tr>
<th>Unit Number</th>
<th>Text/Topic</th>
<th>Dates of Unit</th>
<th>Material Due</th>
</tr>
</thead>
<tbody>
<tr>
<td>One</td>
<td>Corey</td>
<td>September 1-October 26</td>
<td>8 video responses emailed weekly; 8 personal change entries, entered weekly</td>
</tr>
<tr>
<td>Two</td>
<td>Theories Exam</td>
<td>October 27-November 3</td>
<td>Online Exam</td>
</tr>
<tr>
<td>Three</td>
<td>Frankl, Brown, or Yalom Book</td>
<td>November 5-18</td>
<td>2 60-minute chats scheduled by groups themselves</td>
</tr>
<tr>
<td>Four</td>
<td>Kinicki/Organizational Theories</td>
<td>November 19-December 7</td>
<td>3 Reflections</td>
</tr>
<tr>
<td>Five</td>
<td>Theoretical Paper</td>
<td>December 8-16 (POST PAPER) December 17-31 (POST COMMENTS)</td>
<td>Post paper in Dropbox AND Discussion Board Post a two-paragraph minimum reflection on another student’s paper</td>
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</tbody>
</table>

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

There are a total of 390 points available in the course, and letter grades will be assigned as follows:
- 90% or more of total points: A
- 80-89% of total points: B
- 70-79% of total points: C
- 60-69% of total points: D
- 59% or fewer of total: 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.

**Policy for Late Work:**
Please contact the professor regarding his/her policy for late work

**Attendance Policy:**
In addition to interaction via Desire2Learn and E-mail contact, students are required to contact the instructor via E-mail or telephone BEFORE the beginning of the course term for an initial briefing. Although physical class meetings are not part of this course, participation in all interactive, learning activities is required.

Student assignments and student/instructor communications will be conducted via Desire2Learn, although students may contact the instructor via telephone, postal mail, e-mail, or fax as needed

**Incomplete Grade Policy:**
A grade of “I” is not automatically assigned, but rather must be requested by the student by submitting to the instructor a “Petition for and Work to Remove an Incompleted Grade” form. An “I” can never be used in lieu of an “F” nor can an “I” be assigned because of excessive failure to participate in class activities.

**Technical Support Information:**
If you experience technical problems, contact Information Technology by visiting their website at: [http://webapps.ou.edu/it/](http://webapps.ou.edu/it/) or contacting them by telephone at: (405) 325-HELP (4357).
Procedures for Completion of Course Evaluation:

Upon completion of the course students should go to the Advanced Programs Distance Learning webpage and click on the applicable semester link under “Course Evaluations” which will direct them to the evaluation. The evaluation will take approximately five minutes to complete. Completion of the online evaluation is an important tool allowing Advanced Programs to gain information and student feedback for improvement of courses.

Your responses will be kept confidential. They will be reviewed by the department and only supplied to the professor once grades for the course have been submitted.

Important information you should know about online courses:

- To sign on to Desire2Learn (D2L), log in using your 4+4 and your OU network password (note that this is the same 4+4 and password that you use to access your OU email). Once you are logged in, please look for “My Courses,” locate your course and click on it. Remember to check your course site on D2L every day.

- Students enrolled in online courses may be required to take the CAS student orientation in Desire 2 Learn. To take the orientation, sign-on to D2L and then click on “Self Registration” at the top left corner of the page. Information about and instructions for the orientation can be found at http://casweb.ou.edu/olr/public/students/orientation.htm

- If the course is using a course website, you will find a link for the website on the first page of this syllabus. Please click on this link to start your course.

- Course Materials are available at Follett/AP Bookstore. On this syllabus you will find a link to the Follett Bookstore.

- If you need to drop or withdraw from a course, please contact your Site Director. You can drop a course without a penalty up to the add/drop date. You can drop a course after the add/drop date through the first day of class with a penalty. There will be a 25% penalty if you drop 16-29 days before the start of class, 50% penalty if you drop between 15 days before and the start of the class, or 100% penalty if you drop on the first day of class or later.

- After the class has started, you can only withdraw from the course with the professor’s permission; you will not receive a refund for your tuition. You can only drop without a penalty after the add/drop date by providing proper documentation and receiving approval from the Advanced Programs Theater Director. Provide this documentation to your Site Director.
POLICIES AND NOTICES

Attendance/Grade Policy

Note: Attendance/absences do not apply to online courses. However, participation in all course activities is extremely important to student success in online courses.

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
ANITA S. FREAM, M.A.

Education
• 1976 M.A. in Human Relations/Professional Psychology, University of Oklahoma
• 1969 B.A. in English/History, Oklahoma Baptist University

Current Positions
• Advanced Programs Professor since 1980
• Chief Executive Officer, Planned Parenthood of Central Oklahoma
• Adjunct Assistant Professor of Human Relations at the University of Oklahoma

Frequently Taught Advanced Programs Courses
• HR 5093 Introduction to Graduate Studies in Human Relations
• HR 5063 Strategies for Social Change
• HR 5183 Issues in Human Relations Training
• HR 5163 Non-verbal Behavior in Human Relations
• HR 5173 Applied Interpersonal Dynamics
• HR 5110 Helping Relationships

Major Areas of Teaching and Research Interest
• Community organization and social change
• Prevention and wellness
• Mental health issues, especially related to children
• Leadership and management in organizations
• Individual, group and family therapy

Representative Publications and Presentations
• Case Study: An Attempted Hospital Joint Venture in Enid, OK (in draft)
• A Framework for Community Mobilization
• OU Advanced Training Curriculum for Residential Child Care Workers
• Staging a Summit
• Managing Aggressive Behavior

Representative Honors and Awards Received
• Selected as one of 34 participants nationwide in First National Leadership Institute in Adult and Continuing Education, The University of Georgia
• Member for four years of Oklahoma Council on Juvenile Justice, a fifty-member advisory body to the state legislature
• Served two years as Chair, Mental Health Committee
• Member, National Advisory Board for Merger Watch, a national organization monitoring the impact of hospital acquisitions, mergers and joint ventures on the quality of women’s health services

Major Professional Affiliations
• Chair, Central Oklahoma Perinatal Coalition
• Board of Directors, AIDS Walk of Oklahoma City, Inc.