

# H R-HUMAN RELATIONS

## **H R 3003 Human Relations Theory 3 Credit Hours**

Prerequisite: junior standing or permission of instructor. Emphasizes key ideas of theorists who have contributed to the interdisciplinary field of human relations. Students are introduced to selected primary readings by influential scholars with the goals of understanding and integrating the various perspectives, and of developing critical thinking skills. (Irreg.)

## **H R 3013 Introduction to Human Relations 3 Credit Hours**

Prerequisite: junior standing. Designed to introduce students to the breadth and depth of the field of human relations. Emphasis is on the processes of communication, problem solving, decision making, conflict and change as they occur in individuals, interpersonal, group and intergroup relations. (F, Sp, Su)

## **H R 3033 Writing for Human Relations Professionals 3 Credit Hours**

Prerequisite: junior standing or permission of instructor. Familiarizes students with the fundamental skills of professional writing and presentation. Student skill development emphasized in the course includes critical thinking, information gathering, comprehensive planning, precise writing, and effective presentations. (Irreg.)

## **H R 3043 Interpersonal Skills and Group Dynamics 3 Credit Hours**

Prerequisite: 3013 or permission of instructor. Students explore interpersonal dynamics that characterize effective communication in families, the workplace, community organizations, and social settings. Focuses on ways to improve relationships and emphasizes observation, analysis, and skill training in relationship development. (Irreg.)

## **H R 3203 Introduction to Organizational Studies 3 Credit Hours**

Prerequisite: 3013 or junior standing, or permission of instructor. This course surveys the basic concepts of organizational studies, including organizational behavior, motivation, leadership, teams, change and development, conflict, organizational structure and design, and innovation. (Irreg.)

## **H R 3233 Presentation Skills in Human Relations 3 Credit Hours**

Prerequisite: 3013 or junior standing, or permission of instructor. This course is designed to provide students with the skills, knowledge, and strategies to prepare and deliver effective presentations in human relations settings. In this course, students will receive opportunities to plan, develop, deliver and evaluate presentations. (Irreg.)

## **H R 3243 Professional Development in Human Relations 3 Credit Hours**

Prerequisite: junior standing or permission of instructor. This course will explore available careers and options necessary to fulfilling education requirements for human relations. With personal awareness as a beginning, students will narrow choices by experiencing different fields, by interviewing, and with hands-on activities and investigations of job qualifications. (F, Sp)

## **H R 3303 Family Issues in Human Relations 3 Credit Hours**

Prerequisite: 3013 or junior standing, or permission of instructor. This course will focus on contemporary issues challenging families and couples. The text and instruction will explore the ideas of why humans seek intimacy, different forms of human coupling, variations of marriage and family life, parenting, and problems faced by families. (Irreg.)

## **H R 3313 Ethical Issues in Intercollegiate Athletics 3 Credit Hours**

Prerequisite: 3013 or junior standing, or permission of instructor. This course is designed to survey intercollegiate athletics in America and contemporary ethical issues related to major college sports and its place within higher education. Such topics as character development, criminal activity, gender equity, academic scandal, extra benefits, illegal inducements, and compensation of college athletes, etc., are explored in depth. (Irreg.)

## **H R 3403 History of Racism 3 Credit Hours**

Prerequisite: 3013 or junior standing, or permission of instructor. Racism is the single most critical barrier to building effective coalitions for social change. Racism has been consciously and systematically erected, and it can be undone only if people understand what it is, where it comes from, how it functions, and why it is perpetuated. This course will examine history and culture to look at racism within the United States of America. (Irreg.)

## **H R 3413 Cultural Awareness in Human Relations 3 Credit Hours**

Prerequisite: junior standing or permission of instructor. Course explores theory and applications of cross-cultural communication from both practical and academic viewpoints through scholarly internet and multimedia resources. The course will provide an understanding of the possible variations in language, culture, and communication styles that affect human relations work and life in general. (F, Sp)

## **H R 3960 Honors Reading 1-3 Credit Hours**

1 to 3 hours. Prerequisite: Admission to Honors Program. May be repeated; maximum credit six hours. Consists of topics designated by the instructor in keeping with the student's major program. The topics will cover materials not usually presented in the regular courses. (F, Sp, Su)

## **H R 3970 Honors Seminar 1-3 Credit Hours**

1 to 3 hours. Prerequisite: admission to Honors Program. May be repeated; maximum credit six hours. Subjects covered vary. Deals with concepts not usually treated in regular courses. (Irreg.)

## **H R 3980 Honors Research 1-3 Credit Hours**

1 to 3 hours. Prerequisite: Admission to Honors Program. May be repeated; maximum credit six hours. Will provide an opportunity for the gifted Honors candidate to work at a special project in the student's field. (F, Sp, Su)

## **H R 3990 Independent Study 1-3 Credit Hours**

1 to 3 hours. Prerequisite: permission of instructor and junior standing. May be repeated once with change of content. Independent study may be arranged to study a subject not available through regular course offerings. (F, Sp, Su)

## **H R 4013 Social Change Process 3 Credit Hours**

Prerequisite: 3013 or permission of instructor. Utilizing interdisciplinary behavioral sciences literatures, students will gain knowledge of selected laws and community programs that characterize social change activities. Through case studies, guest lectures, and field trips, the students will acquire the skills needed to design and carry out a community project that may positively impact the lives of a target population. (Irreg.)

## **H R G4113 Practicum in Human Relations 3 Credit Hours**

Prerequisite: junior standing, two courses in social sciences and permission of instructor. May be repeated with change of content; maximum credit nine hours. Practica are designed for undergraduate and graduate students who wish to acquire experiences in human resources agencies. While directly participating in the helping process, students will learn about the function of professionals in different disciplines, the nature of agencies, their relation to one another and to the community. (F, Sp, Su)

- H R 4170 Special Topics in Human Relations 1-3 Credit Hours**  
1 to 3 hours. Prerequisite: 3013 or junior standing, or permission of instructor. May be repeated with change of content; maximum credit nine hours. The course is designed to permit the study of topical human relations issues. (Irreg.)
- H R 4203 Social Issues in the Workplace 3 Credit Hours**  
Prerequisite: 3013 or junior standing, or permission of instructor. This course will provide students with an interdisciplinary examination of human relations, social issues, and the workplace. Historical social change will be examined as it is impacted by workplace dynamics. The course will employ a case study approach to explore social justice concerns and sociocultural dynamics in the American workplace. (Irreg.)
- H R 4303 Human Relations in Action 3 Credit Hours**  
Prerequisite: 3013 or permission of instructor. Students apply learning from previous courses to a field project of their choosing. The service learning that takes place is grounded in relevant human relations theory and practice. Each student is required to complete 60 hours of field work. (Irreg.)
- H R 4313 Intercollegiate Athletic Administration 3 Credit Hours**  
Prerequisite: 3013 or junior standing, or permission of instructor. Intercollegiate athletics has many constituencies with differing perceptions about its value to higher education and the community. This course is designed to survey intercollegiate athletics in America and its place within higher education. The contributions of college athletics to higher education will be discussed in depth as well as its values to student-athletes. In addition, the organizational structure and roles of the college athletics department are explored in depth. (Irreg.)
- H R 4413 Adolescent Issues in the African-American Community 3 Credit Hours**  
Prerequisite: 3013 or junior standing, or permission of instructor. This course is designed to introduce students to adolescent issues facing African-Americans. The course will examine development of all adolescents, as well as critically analyze the major issues and challenges facing African-American youth. Students will also identify possible solutions to these issues. (Irreg.)
- H R 4423 Women's Issues in Human Relations 3 Credit Hours**  
Prerequisite: 3013 or junior standing, or permission of instructor. This course examines a perspective on women's development that accurately reflects women's experiences rather than society's traditional view of women. We will explore the effect on women of being silenced, sexualized, and subordinated in a patriarchal culture. Particular attention will be given to self-in-relation theory, a developmental theory proposing that women develop their sense of self through relationships, but eventually discover that this is not valued or required. Since so many of our attitudes are determined in early life, we will explore the construction of identity in adolescent female development. Views of women's experiences in different cultures will also be examined. (Irreg.)
- H R 4433 Gender and War 3 Credit Hours**  
Prerequisite: junior standing or permission of instructor. Course will cover theoretical issues relevant to gender and war as well as applied topics such as child soldiers, refugees, rape as a tool of war, and definitions of human rights. Where relevant, case studies will be used to illustrate the gendered dimensions of warfare. (F, Sp)
- H R 4503 Applied Research 3 Credit Hours**  
Prerequisite: Communication 2513, Economics 2843, Political Science 3123, Psychology 2003, Social Work 2223, or Sociology 3123. Introduces students to the theoretical and methodological skills necessary to conduct an applied research program. Methodological approaches are varied and emphasize a range of social science orientations. (Irreg.)
- H R 4513 Service Learning 3 Credit Hours**  
Prerequisite: 3003, 3013, 3043, and 4013. Capstone course to be taken in the final semester. Students apply learning from other courses to a project of significant community need. Classes are held both on campus and on-site, and group work, evaluative discussion, and written reflection are integral parts of the course. (Irreg.) [V]
- H R 4733 Juvenile Justice and Delinquency Prevention 3 Credit Hours**  
Prerequisite: junior standing or permission of instructor. Examines the biological, psychological, and sociological perspectives and research, and addresses the role of social forces and social institutions in juvenile delinquency. Explores different approaches to understanding delinquency, social factors that contribute to delinquency, and analyzes current research and data related to juvenile delinquency. Also explores the full range of programs and philosophies involved in the attempt to moderate juvenile crime and delinquency. No student may earn credit for both 4733 and 5733. (F, Sp)
- H R 4960 Directed Readings 1-3 Credit Hours**  
1 to 3 hours. Prerequisite: Junior standing and permission of instructor. May be repeated; Maximum credit 6 hours. Faculty supervised exploration of an area of human relations not covered in regularly offered courses. (F, Sp, Su)
- H R 4970 Special Topics/Seminar 1-3 Credit Hours**  
1 to 3 hours. Prerequisite: Senior standing or permission of instructor. May be repeated; maximum credit nine hours. Special topics or seminar course for content not currently offered in regularly scheduled courses. May include library and/or laboratory research and field projects. (Irreg.)
- H R 4990 Independent Study 1-3 Credit Hours**  
1 to 3 hours. Prerequisite: three courses in general area to be studied; permission of instructor and department. May be repeated; maximum credit six hours. Contracted independent study for topic not currently offered in regularly scheduled courses. Independent study may include library and/or laboratory research and field projects. (F, Sp, Su)
- H R 5003 Theoretical Foundations Of Human Relations 3 Credit Hours**  
Prerequisite: admission to the degree program in human relations or permission of department. An analysis of human relations theories and concepts from the perspectives of the social sciences, the humanities and education. (F)
- H R 5013 Current Problems In Human Relations 3 Credit Hours**  
Prerequisite: admission to the degree program in human relations or permission of department. In-depth studies of outstanding problems facing social practitioners, including racism, sexism, poverty and human rights. Strategies for change and ethics of intervention also will be discussed. (F)
- H R 5023 Research in Human Relations 3 Credit Hours**  
Prerequisite: admission to the degree program in human relations or permission of department. Special focus will be upon designing and implementing a research project related to the student's area of concentration in human relations. (Sp)
- H R 5033 Seminar in Leadership in Organizations 3 Credit Hours**  
Prerequisite: graduate standing or permission of instructor. Focus is upon a survey of major leadership approaches and theories and application in organizational settings. Discussions of the leadership process and administration of assessment instruments are used to increase a student's awareness of his/her own leadership style.

**H R 5043 Seminar in Organizational Change and Development 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Focus will be upon the change process and a survey of major approaches used to bring about organizational change, such as confrontation meetings, survey feedback, job enrichment, process consultation and third party intervention. (Sp)

**H R 5053 Diversity and Justice in Organizations 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Focuses on concepts of justice in organizations, and the changing demographics of our society, especially related to race and culture, gender, age, disability, and socio-economic status. The course emphasizes the implications of these factors for effective organizational management. (Irreg.)

**H R 5063 Seminar in Strategies of Social Change 3 Credit Hours**

Prerequisite: graduate standing or permission of department. A study of techniques for bringing about individual, group or organizational changes. Special focus will be placed on philosophies and results of violent and nonviolent tactics. (F)

**H R 5073 Creative Problem Solving 3 Credit Hours**

Surveys the nature of creative thinking and creative problem solving. Topics to be covered include creative thinking obstacles, creativity, readiness, major stages of the creative problem-solving process (fact finding, problem finding, idea finding, solution finding and acceptance finding) and use of a variety of individual and group techniques for different stages in the process. (Sp)

**H R 5083 Seminar in Group Dynamics 3 Credit Hours**

Prerequisite: graduate standing or permission of department and graduate dean. An intensive study and critical evaluation of social-psychological concepts related to sensitivity training as a human relations technique. (CE)

**H R 5093 Introduction to Graduate Studies in Human Relations 3 Credit Hours**

Prerequisite: admission to degree program in human relations or permission of instructor. Designed to acquaint graduate students with human relations theory and practice in various contexts. Emphasis is placed on the role of human relations professionals as agents of persistence and change at the interpersonal, group, organizational and societal levels of analysis. (F)

**H R 5100 Advanced Theories in Human Relations 1-3 Credit Hours**

1 to 3 hours. Prerequisite: graduate standing or permission of instructor. May be repeated with change of content; maximum credit six hours. Additional in-depth studies of human relations theories and their implications for human relations practitioners will focus on topics such as, but not limited to: affirmative action and reverse discrimination; spiritual aspects of recovery in chemical dependency; conceptual models of violence and nonviolence as a basis for peace curriculum; human relations in the twenty-first century; human values in sexuality; and women and men in organizations. (F, Sp)

**H R 5110 Advanced Seminar in Current Problems 1-3 Credit Hours**

1 to 3 hours. Prerequisite: graduate standing or permission of instructor. May be repeated with change of content; maximum credit six hours. Additional in-depth studies of current social problems and strategies for intervention and change on topics such as, but not limited to: chemical dependency and society; ethnic and gender discrimination issues; disadvantaged children; domestic violence; sexual/physical abuse; physically and emotionally handicapped populations. (F, Sp)

**H R 5113 Seminar in Local Issues in Human Relations 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. May be repeated with change of topic; maximum credit nine hours. Variable topics and content related to human relations problems and solutions. (F, Sp, Su)

**H R 5123 Decision Making in Adult and Higher Education 3 Credit Hours**

(Crosslisted with EDAH 5123) Prerequisite: graduate standing. Provides students with an understanding of various forces which influence the process of decision-making in adult and higher education, as well as provide an opportunity to examine how such decisions can be reached and implemented. The student will examine realistic examples of decision-making in such areas as budgeting, trustee relations, tenure decisions, faculty development, and curriculum. (F, Sp)

**H R 5133 Change, Challenge and Creativity in the Workplace 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. This course examines ways to enhance creativity and the creative problem solving process within the context of a rapidly changing workplace. The major changes occurring in today's workplace and the management of change at both the personal and organizational level will also be considered. Particular emphasis will also be placed on examining the creative process, common barriers to creativity, and a variety of individual and group techniques that foster or facilitate the creative process. (Irreg.)

**H R 5143 Human Resources for the Human Relations Professional 3 Credit Hours**

Prerequisite: graduate standing or permission of department. This course serves as an introduction to the Human Resource Management (HRM) discipline. Specifically, this course is designed to assist students in discovering what HRM is (and is not), recognizing its' multifaceted and ever evolving nature, and how HRM fits into the total organization. An awareness and understanding of the central HRM topics, competencies, terminology, and ethical issues is foundational to the course. In addition, the highly influential nature of federal and state law on HRM is highlighted. Additionally, this course will illuminate the many rewarding career opportunities available within the HRM discipline. (Irreg.)

**H R 5153 Human Emotions 3 Credit Hours**

Prerequisite: graduate standing. Goal is to become familiar with some of the major conceptualizations of emotions and the evidence used to validate them; to examine a number of emotions such as attachment, love, loss and grief, depression, anxiety, joy, anger, fear, etc. Will be both didactic and experiential. Skills in self-disclosure, active listening, empathy, confrontation, etc. will be used to increase the understanding of emotions and to increase the ability to communicate emotional content. (Irreg.)

**H R 5163 Seminar in Nonverbal Behavior in Human Relations 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Topics include research methods, cross-cultural studies, proxemics, kinesics, vocalics, emotions, touch and human development, dress and appearance, attractiveness and social order. (F or Sp)

**H R 5173 Seminar in Applied Interpersonal Dynamics 3 Credit Hours**

Prerequisite: 5083, graduate standing or permission of instructor. A human relations learning laboratory in which students can improve their self-awareness, communication skills and conceptual frame of reference. Topics include: self-disclosure, human emotion, concreteness, listening skills, genuineness, confrontation and immediacy. (Irreg.)

**HR 5183 Seminar in Issues in Human Relations Training 3 Credit Hours**

Prerequisite: 5083 or 5173. Focuses on theory and research in group dynamics (group development, membership, goals, conformity, power, leadership, essentials in laboratory design); ethics, values and professionalism in human relations; and criticisms of human relations training. (CE)

**HR 5193 Intervention and Practice in Training 3 Credit Hours**

Prerequisite: 3013, 5003, 5013, 5023, 5083 or 5173. Specifically designed to enable advanced students to explore their skills in working with others from both a theoretical and pragmatic perspective. Students are required, through course content, to develop a clear picture of facilitation, leadership, consultant or teacher style. (Sp)

**HR 5200 Internship In Human Relations 1-6 Credit Hours**

1 to 6 hours. Prerequisite: admission to the degree program in human relations and permission of department. Field experience in and outside Oklahoma. Each student must have both types of experiences. Agency roles and responsibilities will be learned by on-the-job practice. (F)

**HR 5203 Graduate Research and Writing for Human Relations 3 Credit Hours**

Prerequisite: graduate standing, majors only, or permission of department. Prepares students in Human Relations to produce clear, effective, and well-argued graduate-level academic writing. Students will conduct online searches, evaluate sources, think critically about issues, and write various types of papers, including a literature review. Expressing clear thoughts in a way that reflects respect for gender, difference, and inclusion will be part of all written exercises. (Irreg.)

**HR 5273 Athletics in Higher Education 3 Credit Hours**

(Crosslisted with EDAH 5273) Prerequisite: Graduate Standing. Provide Students With An Understanding Of The History, Structure And Administration Of Intercollegiate Athletics, As Well As An Opportunity To Discuss A Wide Variety Of Related Contemporary Issues. (Irreg.)

**HR 5323 Organizational Behavior in Human Relations 3 Credit Hours**

Prerequisite: graduate standing. Organizational behavior (OB) represents the behavioral approach to management. OB is concerned with human behavior at work and how various structures and work processes influence such behavior. This course will address a number of important organizational issues and processes, including organizational culture, group behavior and teamwork, and leadership. (Su)

**HR 5333 Mediation 3 Credit Hours**

Prerequisite: graduate standing. Studies how the acceptable third party assists parties in resolving disputes. There will be considerable attention paid to the mediation process and the activities of mediators. Also focuses on negotiations because mediators help parties complete negotiations they are unable to settle on their own. (F)

**HR 5343 Conflict Resolution 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. This course will explore the nature and origins of human conflict in modern life. It will emphasize an understanding of conflict and resolution methods useful in professional counseling and other HR settings such as organizational development and interpersonal facilitation. (Irreg.)

**HR 5353 Organizational Communication in Human Relations 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. This course will explore organizational communication concepts, theories, research, and practical applications for human relations professionals. (Irreg.)

**HR 5373 Grant Writing 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. This course will explore fundraising as a dynamic process through which an organization or an individual becomes financially able to accomplish a specific goal by using writing skills, management skills, and solicitation. Students will acquire the skills needed to prepare grant proposals. (Irreg.)

**HR 5383 Public Policy for Human Relations Professionals 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. This course examines how public policy is made at various levels of government and how these policies affect society. Particular emphasis will be given to public policy issues that affect human relations professionals, their clients, and the public and private agencies in which they work. (Irreg.)

**HR 5403 Psycho-Social Development 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Covers human psycho-social development. Discussion of the expanding social realm of the developing individual. Theories and research in a variety of areas related to social development will include: attachment, aggression, sex typing, moral development, and parent-child interaction. (F, Sp)

**HR 5413 Chemical Dependency 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Explores how chemical dependency affects individuals in their physical, psychological and social functioning. The dynamics of the illness, treatment and recovery process are explored. Attention is given to the feelings, physical, psychological and social aspects of chemical dependency. Both didactic and experiential. (F)

**HR 5423 Family Systems and Family Reconstruction 3 Credit Hours**

Prerequisite: permission of instructor. Teaches students how to impact family systems. Through didactic and experiential learning, students will learn how students function in systems and explore their own rules for living in systems. (CE)

**HR 5433 Group Counseling in Human Relations 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Examines a variety of group counseling models, types of groups (process, solution-focused, action-oriented), the role of the group counselor, group members, and techniques and strategies for facilitating group work. (Irreg.)

**HR 5443 Adolescent Issues in Human Relations 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Designed to acquaint human relations professionals with issues facing teens today. The pressures confronting youth along with various adaptive and maladaptive coping behaviors will be studied. (F, Sp, Su)

**HR 5453 Ethical Issues in HR Counseling 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Surveys ethical, legal, and professional issues facing human services workers. (F, Sp, Su)

**HR 5463 Counseling Skills in Human Relations 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Introduce students to the helping professions and provide them with a basic mastery of important counseling skills in human relations. (Irreg.)

**HR 5473 Women and Mental Health 3 Credit Hours**

Prerequisite: graduate standing or permission of instructor. Examines psychological theory and practice as it pertains to women. This course will look at traditional theories and practice, new approaches to working with women, and topical issues. (Irreg.)

- H R 5483 Diagnosis in Human Relations Counseling 3 Credit Hours**  
Prerequisite: graduate standing or permission of instructor. Introduces students to the diagnostic systems of mental disorders outlined by the American Psychiatric Association and the World Health Organization. Also covers principles and techniques of interviewing which produce a correct diagnosis. (F, Sp)
- H R 5493 Assessment and Evaluation in Human Relations 3 Credit Hours**  
Prerequisite: graduate standing or permission of instructor. Provides an overview of clinical and social assessment procedures used in counseling settings including career and life planning, personality, and mental health assessments. Emphasis is placed on a thorough examination of diagnostic classifications for mental disorders. Also develops a working knowledge of assessment skills along with a bias-free multicultural perspective, and ethical issues applicable to assessment. (F, Sp)
- H R 5503 Narrative Metaphor in Counseling 3 Credit Hours**  
Prerequisite: graduate standing or permission of instructor. This course explores the use of the narrative metaphor in counseling and family therapy. It will explore how social constructionism, postmodern philosophies and the narrative metaphor are being utilized in counseling and therapy. (Irreg.)
- H R 5513 Marriage and Family Therapy 3 Credit Hours**  
Prerequisite: graduate standing or permission of instructor. This course explores different conceptual and theoretical ideas about close interpersonal relationships and marriage. (Irreg.)
- H R 5523 Counseling With Children, Adolescents, and Families 3 Credit Hours**  
Prerequisite: graduate standing or permission of instructor. This course will explore various theories, modalities and practices working with young children, adolescents and their families. Students will be introduced to theories of development; individual, group and family therapies, and a meta-theoretical framework of social construction. (Irreg.)
- H R 5533 Counseling Approaches in Human Relations 3 Credit Hours**  
Prerequisite: graduate standing or permission of instructor. This course emphasizes skills training in counseling approaches utilized by human relations practitioners. The skills training is organized according to basic counseling and psycho-therapy theories, including psychodynamic, behavioral, cognitive, existential-humanistic, multicultural, systemic and integrative approaches. (Irreg.)
- H R 5543 Counseling with Diverse Populations 3 Credit Hours**  
Prerequisite: graduate standing or permission of instructor. This course addresses four populations: women, persons of sexual/gender minority identification, persons with disabilities, and aging persons. Students will examine the special issues of each population and consider appropriate counseling approaches. (Irreg.)
- H R 5553 Marital and Family Assessment 3 Credit Hours**  
Prerequisite: graduate standing or permission of instructor. This course will explore various approaches to conceptualizing assessment of couples and families. (Irreg.)
- H R 5563 Career Counseling 3 Credit Hours**  
Prerequisite: graduate standing or permission of instructor. Explores conceptual and functional tools for enhancing career development of children, youth and adults in both counseling and corporate human resource relationships. Class participants have the opportunity to experience a variety of career assessment tools including interest inventories, personality assessments and values clarification exercises. Career counseling strategies for a variety of life situations are discussed. (Irreg.)
- H R 5573 Personality and Personality Disorders 3 Credit Hours**  
Prerequisite: graduate standing or permission of instructor. This course will explore the historical and contemporary concepts of personality development, personality styles and personality disorders, as well as examine personality disorders and their treatment. (Irreg.)
- H R 5583 Social Justice Counseling 3 Credit Hours**  
Prerequisite: Graduate standing or permission of instructor. This course emphasizes theory and methods to promote social justice in human relations. The ethics of social justice in counseling will also be addressed. Various social justice and counseling theories will be explored, as well as strategies for integrating into human relations counseling. Concepts and skills will be studied through readings, discussion, case studies, exercise, videos, and class projects. (Irreg.)
- H R 5593 Multicultural Counseling 3 Credit Hours**  
Prerequisite: Graduate standing or permission of instructor. The model of multicultural understanding followed in this course is intended to increase the understanding of culturally diverse groups. This class is both practice and theory oriented. Emphasis will be placed on providing a broader knowledge base and developing the skills to counsel individuals from various cultures. (Irreg.)
- H R 5603 Play Therapy with Children 3 Credit Hours**  
Prerequisite: graduate standing, majors only, or permission of department. Provides a basis for the use of play in assessing and intervention with children and their families. History, techniques, and issues in play therapy will be addressed in class reading and discussions. (Irreg.)
- H R 5623 Post-Traumatic Stress Disorder 3 Credit Hours**  
Prerequisite: graduate standing, majors only; or permission of department. Concentrates on what constitutes post-traumatic stress, its assessment, diagnosis, and therapeutic intervention. Covers different sources of post-traumatic stress, as well as different methods of evidence-based treatment modalities. Special populations are also addressed. (Irreg.)
- H R 5633 Advanced Counseling Skills 3 Credit Hours**  
Prerequisite: graduate standing, majors only, or permission of department. An advanced study of various counseling approaches with opportunities for demonstration and evaluation of each student's counseling skills. Designed to provide the student with advanced exploration and analysis of current counseling practice. Students will be expected to demonstrate the ability to analyze, synthesize, critique, and discuss, in verbal and written form, the key concepts of traditional and contemporary counseling practice. (Irreg.)
- H R 5643 Crisis Intervention 3 Credit Hours**  
Prerequisite: graduate standing, majors only or permission of department. Designed to facilitate knowledge development related to all manner of crises from an interdisciplinary perspective based in crisis theory. Focuses on individuals, families, and groups facing mental, physical, developmental, occupational, residential, and environmental crises, as well as the methods of assessment and intervention. (Irreg.)

- H R 5653 Grief, Death and Dying 3 Credit Hours**  
Prerequisite: graduate standing, majors only or permission of department. Explores grief counseling throughout the human life cycle with particular attention paid to the aspects of death and dying. (Irreg.)
- H R 5663 Psychopathology 3 Credit Hours**  
Prerequisite: graduate standing, majors only, or permission of department. Provides an in-depth review of a broad spectrum of psychopathological conditions. The focus of the review will include the etiology, prevalence and incidence, signs and symptoms, and criteria for differential diagnoses. The emphasis of this review will be on comparing and contrasting different theoretical perspectives of each disorder. (Irreg.)
- H R 5673 LPC Clinical Supervision 3 Credit Hours**  
Prerequisite: graduate standing, majors only, or permission of department. Students will become familiar with models of counseling supervision; become familiar with the Oklahoma LPC Supervision requirements and become acquainted with the research in counselor training and supervision. (Irreg.)
- H R 5683 Working with Divorcing Families 3 Credit Hours**  
Prerequisite: graduate standing, majors only, or permission of department. Designed to prepare students for counseling with families experiencing separation, divorce and remarriage. Provides students with current information concerning divorce as well and options for helping children and adults cope with divorce in a constructive way. (Irreg.)
- H R 5693 Issues in Aging 3 Credit Hours**  
Prerequisite: graduate standing, majors only, or permission of department. Designed to acquaint students with the interdisciplinary field of gerontology. Provides students with the opportunity to explore current topics associated with the aging process. Also examines contemporary issues that impact individuals, families and society during the later years. Finally, provides an overview of theory, policies and practices associated with aging and counseling with elderly clients. (Irreg.)
- H R 5703 International Human Relations 3 Credit Hours**  
Prerequisite: graduate standing or permission of instructor. This course will examine ways to understand people of different cultures. It uses a multidisciplinary approach to look at the roots and explanations of differences between cultures and what these differences mean for working with people of different backgrounds. This course utilizes the tools of history, geography, economics, sociology, and other social and physical sciences to understand why people are different in order to identify strategies for building effective human relations. (Irreg.)
- H R 5713 Women, Work, and the Family 3 Credit Hours**  
Prerequisite: graduate standing or permission of instructor. A creative exploration of the dynamics of women's issues in both the family and in the workplace. It examines the societal conditioning creating the "Superwoman," mother-blaming, balancing roles, the time bind of home and work, discrimination in the workplace, relational practice at work, and companies that care for and about women and families. Exploration will include strategies for innovative planned change. (Irreg.)
- H R 5723 Sexism and Homophobia 3 Credit Hours**  
Prerequisite: graduate standing or permission of instructor. This course will examine the relationship between sexism and heterosexism, homophobia and misogyny. Using a variety of materials and methods, students will be encouraged to familiarize themselves with the history of homosexuality and explore the discrimination faced by gay men and lesbians, as well as the impact on homophobia on our working relationships, our personal and professional lives, and on the institutions in which we participate. (Irreg.)
- H R 5733 Juvenile Justice and Delinquency Prevention 3 Credit Hours**  
Prerequisite: graduate standing or permission of instructor. Examines the biological, psychological, and sociological perspectives and research, and addresses the role of social forces and social institutions in juvenile delinquency. Explores different approaches to understanding delinquency, social factors that contribute to delinquency, and analyzes current research and data related to juvenile delinquency. Also explores the full range of programs and philosophies involved in the attempt to moderate juvenile crime and delinquency. No student may earn credit for both 4733 and 5733. (F, Sp)
- H R 5743 Violence Against Women and Children 3 Credit Hours**  
Prerequisite: graduate standing or permission of instructor. The effects of violence on women, children and families will be presented within an academic and clinical framework for purposes of developing skills for assessment, intervention, and prevention. Students will discuss various strategies for crisis intervention, safety planning, and preferred counseling methods for abuse victims. Students will discuss the historical implications of violence against women and the effects on human relationships in contemporary society. (Irreg.)
- H R 5763 Human Sexuality 3 Credit Hours**  
Prerequisite: graduate standing, majors only, or permission of instructor. Examines sexuality in the context of current research, culture and opposing perspectives. The various definitions, experiences, and expressions of sexuality will be explored and debated in order for students to develop individual perspectives on human sexuality. Willingness to openly discuss topics of sexuality and relationship is critical for this course. (Irreg.)
- H R 5803 Total Rewards: Compensations and Benefits for HR Management Professionals for the HR Prof 3 Credit Hours**  
Prerequisite: H R 5143 or graduate standing or permission of the department. A core Human Resource Management competency, Total Rewards: Compensation and Benefits will provide students with an introduction to compensation and benefit programs. Specifically, students will explore the forms of direct (compensation) and indirect (benefits) compensation used to attract, reward, and retain employees. The design, administration, and evaluation of compensation systems and benefit programs are also examined. Further, students will also analyze the legal and regulatory factors affecting total rewards planning and delivery. Additionally, this course will illuminate the many rewarding career opportunities available in the Total Rewards discipline. (Irreg.)
- H R 5813 Business Management and Strategic Planning 3 Credit Hours**  
Prerequisite: H R 5143 or graduate standing or permission of department. Introduction to the overall strategic planning process of organizations. Students will explore organizational strategic planning processes to include but not limited to: development of mission, vision, values, goals and objectives; policy formation, enforcement, and evaluation. In addition, evaluation of organizational strategic planning is analyzed. Further, students will understand how employees contribute to the overall effectiveness of an organization by studying how organizations assess and deploy human capital. (Irreg.)

**H R 5823 Workforce Planning & Employment, A Component of Human Resource Management for the HR Prof 3 Credit Hours**

Prerequisite: H R 5143 or graduate standing or permission of department. Workforce Planning and Employment is one of the courses applied to the area of Human Resource Management for the Human Relations Professional. Workforce Planning and Employment highlights the activities necessary to ensure the workforce's ability to achieve the organization's goals and objectives. Specific areas covered include: key laws and regulations (ADA, Title VII, Affirmative Action, etc.), organizational staffing requirements and methods, job analysis and documentation, recruitment, flexible staffing, selection and retention, organizational exit, and employee records and retention. (Irreg.)

**H R 5833 Human Resource Development 3 Credit Hours**

Prerequisites: H R 5143 or graduate standing or permission of department. Learning and Development (L&D) is a broad discipline utilized in a number of fields. Designated as a core course for the Human Resource certificate program, L&D offers learners an examination of key legislation affecting L&D activities, L&D theory, role of technology in L&D, and the intricacies of Human Resource L&D. In addition, examines the analysis, development, design, implementation, and evaluation of learning and development programs. (Irreg.)

**H R 5843 Risk Management for Human Resource Professionals for the Human Relations Professional 3 Credit Hours**

Prerequisite: H R 5143 or graduate standing or permission of department. Risk Management for Human Resource Professionals explores the disciplines of safety and security in organizations. The course will examine an organization's efforts to prevent and/or mitigate loss due to risks to or from personnel, threats to its physical assets, damage to its technology and intellectual property, or risks of any other kind arising from all elements surrounding the work environment. Students will also examine the laws and regulatory statutes that drive the risk management decisions. Additionally, this course will illuminate the many rewarding career opportunities available within the Risk Management discipline. (Irreg.)

**H R 5853 Employee and Labor Relations for HR Management Professions in Human Relations 3 Credit Hours**

Prerequisites: H R 5143 or graduate standing or permission of department. Examines the employer/employee relationship. Introduces students to the key employment law, i.e., state, local, and federal laws and regulations that govern organizational structure and operations and help to maintain an ethical, healthy, and safe work environment. Among the ideas analyzed include: how workplace relationships are managed and maintained; how organizations balance employer/employee needs and rights while supporting organizational goals and objectives. A broad overview, students will become familiar with a plethora of employee relations issues such as termination, policy development, and interpretation of the most significant laws that affect HRM. (Irreg.)

**H R 5863 Human Resources for the HR Prof Fundamentals of Human Resource Information Systems 3 Credit Hours**

Prerequisites: H R 5143 or graduate standing or permission of department. This course examines the ever growing field that is Human Resource Information Systems (HRIS). Specifically, students will explore the metamorphosis of human resource technology; how it has gone from situational asset to mandatory strategic business partner across the Human Resource Management gamut. Designed to develop an awareness and appreciation of the nature and use of data and information systems in organizations, this course will introduce students to the various HRIS systems utilized by organizations and the associated analysis, design, and implementation of those systems. Additionally, this course will illuminate the many rewarding career opportunities available within the HRIS discipline. (Irreg.)

**H R 5880 Human Relations Capstone 1-3 Credit Hours**

1 to 3 hours. Prerequisite: graduate standing and permission of department and instructor. May be repeated; maximum credit 3 hours. Human Relations capstone is designed as a culminating experience for students electing the non-thesis track. Students will develop, under the direction of their advisor or approved faculty, a capstone project centered in Human Relations. The project shall be specific to student's elected H R concentration. (F, Sp, Su)

**H R 5960 Directed Readings in Human Relations 1-6 Credit Hours**

1 to 6 hours. Prerequisite: graduate standing, permission of instructor. May be repeated; maximum credit six hours. Individual investigations and report of findings on selected problems in human relations education. (F, Sp, Su)

**H R 5970 Special Topics/Seminar 1-3 Credit Hours**

1 to 3 hours. Prerequisite: Graduate standing or permission of instructor. May be repeated; maximum credit six hours. Special topics or seminar course for content not currently offered in regularly scheduled courses. May include library and/or laboratory research and field projects. (Irreg.)

**H R 5980 Research for Master's Thesis 2-9 Credit Hours**

Prerequisite: admitted to candidacy for a Master of Human Relations. Variable enrollment, two to nine hours; maximum credit applicable toward degree, four hours. Original paper in an area of concentration in human relations. (F, Sp, Su)

**H R 5990 Independent Study 1-4 Credit Hours**

1 to 4 hours. Prerequisite: 5023 or equivalent and permission of instructor. May be repeated; maximum credit six hours. Individual investigation of special research topics in human relations. (F, Sp, Su)

**H R 6980 Research Doctoral Dissertation 2-16 Credit Hours**