

DEPARTMENT OF HUMAN RELATIONS

Wesley Long, Chair
601 Elm Avenue room 730
Norman, OK 73019-0315
Phone: (405) 325-1756
FAX: (405) 325-4402
wlong@ou.edu
www.ou.edu/cas/humanrelations

General Information

The Department of Human Relations was founded in 1970 with a mission to train graduate students to be agents of social change. The department has grown to include a Bachelor of Arts (BA) in Human Relations in Norman and a Master's degree in Human Relations (MHR) in Norman, the Master of Science in Clinical Mental Health Counseling on the University of Oklahoma campuses in Norman and Tulsa, and the Master of Clinical Mental Health Counseling 100% online program through the Norman campus.

Human Relations is a multi-disciplinary field of study and professional practice combining theoretical perspectives from the social sciences and humanities, organizational studies, the world of work and service, and from multicultural studies. The BA and the MHR/MA/MS degrees prepare students to meet the challenge of working in an increasingly diverse and global workplace.

Programs & Facilities

Student Society for Human Relations

The mission of the Student Society for Human Relations is to promote social justice, principles of tolerance, inclusion, dignity, and equal respect for all groups of people; to serve as social agents of change for the betterment of society; to develop leadership skills as future human relations professionals, and to actively seek ways to build relationships through service with the entire university and with the community at large.

Undergraduate Study

Human Relations degrees prepares graduates for careers focusing on social change and resolution of human relations problems. Students focus on areas of study such as counseling, non-profits, volunteerism, women's issues, race relations, and organizational studies. Many HR undergraduates pursue a Master in Human Relations as a professional degree.

- Human Relations, Bachelor of Arts
- Human Relations Minor

Accelerated BA/MA Program

- B.A. in Human Relations/M.A. in Human Resource Studies

Graduate Study

The Master of Human Relations degree prepares graduates for careers focusing on research and/or resolution of human relations problems.

Particular attention is given to students who work part-time and full-time. To accommodate both traditional and nontraditional students,

courses are offered on the Norman campus in the traditional on-campus format day, evening, weekends, and 100% online. Since its inception, the department has graduated a large number of ethnic minorities, women, older persons returning to college, and international students.

Each student pursuing a Human Relations masters degree is expected to initiate curriculum planning with a major advisor within the first semester. This planning will identify course sequences which seem most likely to lead to mastery in one or more areas of concentration. Some students may not need to design a unique program but may select from concentration options in which the course sequences have been designed by the faculty.

Areas of Specialization

Human relations, human resources, and clinical mental health counseling.

Masters' Degree Programs

On-Campus

- Human Relations (Standard), Master of Human Relations
- Human Resource Studies, Master of Arts
- Clinical Mental Health Counseling, Master of Science

100% Online

- Master of Clinical Mental Health Counseling

Human Relations Graduate Certificates

- Graduate Certificate in Helping Skills in Human Relations

Courses

H R 1113 Human Relations and Community Engagement: Make an Impact 3 Credit Hours

Through this interactive course, students will learn various concepts/theories related to community engagement, social change, and inclusion. This course is taught with a human relations (HR) lens and we discuss topics as they relate to our values and concepts. Students will write critical reflection papers over course lectures, readings, and community involvement to develop a deeper understanding of community engagement. (F, Sp, Su)

H R 2013 Understanding American Social Problems 3 Credit Hours

The course will introduce students to social problems in the United States and how they impact human relations and interactions. The course will discuss topics that polarize, unite, or make people indifferent to social problems and issues that impact their daily lives. Human Relations encourages social advocacy and being a change agent when dealing with social problems and issues. (F, Sp, Su)

H R 2443 Introduction to International Human Relations 3 Credit Hours

The goal of this course will be to familiarize you with key international issues relevant to human relations. These include, but are not limited to, gender, nation of origin, culture, etc. (F, Sp) [III-SS].

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: Sophomore 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 3253 Personality and Human Relations 3 Credit Hours

Prerequisite: H R 3013 or junior standing, or departmental permission. This course will introduce students to theories of personality, communication and how they intersect with human relations in both personal and professional relationships. (F)

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 4123 Diversity in the Workplace 3 Credit Hours

Prerequisite: H R 3013 or junior standing, or departmental permission. Prepare students as professionals for the essential understanding, empathic communication skills, ethical practice, and professional competencies to engage in appropriate and positive diversity understanding. Focus on empowering future business leaders/owners/managers to understand significance of inclusion and diversity in the workforce, addresses diversity in personal and global manners, assisting to reflect on complex paradigm shifts within workplaces. (F, Sp, Su)

H R 4143 Theories of The Oppressed**3 Credit Hours**

Prerequisite: H R 3013 or junior standing, or departmental permission. Introduction and deeper exploration of cultural, racial, ethnic, gendered and sexual oppression throughout the US and globally. Explore the theoretical underpinnings of oppression from a critical cultural perspective and the themes of hegemony, unequal distribution of power, the role of activism/resistance to literal and symbolic oppression by marginalized people both political/personal in nature, exploring effects of oppression on marginalized/hegemonic communities. (F, Sp, Su)

H R 4153 Introduction to Counseling in Human Relations**3 Credit Hours**

Prerequisite: H R 3013 or junior standing, or departmental permission. Introduction to the field of Human Relations Counseling. Provides overview of the field and explores the struggles, uncertainties, demands, and stresses of the helping professions. Students will examine whether the helping professions are right for them, their values, and their belief systems and introduces the helping process, with special attention to the ethics/diversity/stress/burnout, and working in communities. (F, Sp, Su)

H R 4163 Making Men: Media, Violence and Misogyny**3 Credit Hours**

Prerequisite: H R 3013 or junior standing, or departmental permission. Introduce students to theories of misogyny, homophobia and violence through lens of developmental sociological/human relational perspective. Will take queer/feminist approach while looking at specific issues men face in the development of social, intrapersonal sexual and professional identities in the presence of negative and limited media, and societal messages about masculinity, boyhood and manhood while utilizing communication/human relation theories. (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 4183 Criminal Justice in Human Relations**3 Credit Hours**

Prerequisite: H R 3013 or junior standing, or departmental permission. Course focuses on three parts: policing, the courts system, and corrections. The general theme addresses the establishment of and the adaptation to the ever-changing balance between expectations of the community, in terms of safety, and the rights of the individual, in terms of civil liberties and looks at where the criminal justice system succeeds—and where it fails. (F, Sp, Su)

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 4223 International Human Relations**3 Credit Hours**

Prerequisite: H R 3013 or junior standing, or departmental permission; course is not open to freshmen. Course familiarizes students with significant international issues relevant to human relations. Explores the meaning of being a Human Relations professional in an increasingly globalized world, including, but not limited to, the role of human relations in addressing issues such as warfare, terrorism, gender discrimination, international issues affecting children, and the protection of human rights.

H R 4303 Human Relations in Action**3 Credit Hours**

Prerequisite: H R 3013 or sophomore standing. Course designed to provide an overview of how individuals, grassroots organizations, and structured groups orchestrate local/community/state/national/international societal/political change. Class will review historical and current events and realities that have sparked both peaceful and violent uprisings with the demand and hope for better treatment and social justice. Focus on both famous and current grassroots movements throughout the US and abroad. (F, Sp, Su)

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 4323 Sexism in Modern America**3 Credit Hours**

Prerequisite: H R 3013 or Junior standing or departmental permission. This course is designed to take a critical look at sexism in the modern United States. We will examine feminist theories, intersectionality, and gender. (F, Sp, Su)

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: COMM 2513 or ECON 2843 or P SC 3123 or PSY 2003 or PSY 2113 or S WK 2223 or SOC 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 4523 Civil Rights Movement**3 Credit Hours**

Prerequisite: Junior standing or departmental permission. This course will examine the United States civil rights movement in a broad context of twentieth-century social movements, in particular emphasis on how the African American freedom movement intersected with and influenced other social movements through analysis of the structure and dynamics of the civil rights movement from the viewpoints of history, sociology, and political science. (F, Sp, Su)

H R 4613 Human Relations in Law**3 Credit Hours**

Prerequisite: Junior standing or departmental permission. Students learn central issues found when exploring principles of human relations as seen in various areas of law. Students will gain a general framework of law and guidance of human relations principles found within the framework exploring different areas of law where rich examples include constitutional, health, family, criminal, immigration and employment laws. (F, Sp, Su)

H R 4723 Sexism and Homophobia**3 Credit Hours**

(Slashed with H R 5723) Prerequisite: H R 3013 or junior standing, or departmental permission. Designed to introduce students to the intersection between homophobia, sexism, transphobia and gender/sexual violence. Surveys important theories of gender, homophobia and misogyny and how these social phenomena effect those who they target and those who practice them. Will cover psychological/interpersonal and sociological/political exploration of the associated nature of each area. No student may earn credit for both 4723 and 5723. (F, Sp, Su)

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 4973 Advanced Research and Writing for Human Relations**3 Credit Hours**

Prerequisite: Majors only or departmental permission. Prepares students in Human Relations to produce clear, effective, and well-argued 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. (F, Sp, Su)

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 5022 Research in Human Relations I - Quantitative**2 Credit Hours**

Prerequisite: Graduate standing and majors only. Designed to provide basic skills in statistical methods, data analysis and evaluation, introduction to the concepts of research design, methodology, sampling techniques, measurement, and internal/external validity. Special focus: designing/implementing a research project to HR. Methodological approaches are varied ranges of social science orientations. Emphasis on understanding of research methods, critical consumers of research, critical analysis of statistics and research methods. (F, Sp)

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 Introduction to Inclusive Leadership in Organizations**3 Credit Hours**

Prerequisite: Graduate standing or permission of instructor; Inclusive Leadership M.H.R. students only. Examines how leaders formulate complex and effective strategies for equitable policies, practices, and procedures. LO equips students with the framework to develop skills that will allow them to analyze and navigate current organizations, using past, current, and potential work experiences. The analytical frameworks will help students to understand leadership; the practical experience will help students put that understanding into action.

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 5122 Research in Human Relations II - Qualitative 2 Credit Hours**
Prerequisite: Graduate standing and majors only. Course introduces students to the field of qualitative research and its multiple epistemological approaches that inform the understanding of human behavior, interaction, and structure. Qualitative research is a rigorous process of data collection and analysis that requires a unique skill set. The course will equip students to explore activities relevant to the conduction of qualitative methodology. (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 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)
- H R 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)
- H R 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)

H R 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.)

H R 5213 Organizational Behavior for Leaders 3 Credit Hours

Prerequisite: Graduate standing and departmental permission. 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 several important organizational issues and processes, including organizational culture, group behavior and teamwork, and leadership. (F, Sp, Su)

H R 5223 Leadership for Systemic Change 3 Credit Hours

Prerequisite: Graduate standing and departmental permission. Systemic change is the change that can impact policies, processes, structures, organizational culture, or other ways that an organization's system exists and functions. This course will explore the competencies needed for inclusive leaders to understand the overall alignment of the organization's system to plan, implement, and guide the process, and then assess the effectiveness of the outcomes. (F, Sp, Su)

H R 5233 Strategic Leadership for Intercultural Awareness 3 Credit Hours

Prerequisite: Graduate Standing and Departmental Permission. Strategic Leadership (SL) requires a humanist touch and effective management of people. This course moves progressively through individual, community, organizational, and global leadership. SL will enhance your ability to comprehend, communicate, and construct innovative skill sets to become a successful leader in any field you choose. (F, Sp, Su)

H R 5243 Developing Inclusive Leaders in a Diverse World 3 Credit Hours

Prerequisite: Graduate standing and departmental permission. Inclusive leaders promote inclusionary principles and values at the individual, group, and broader organizational levels. In order for inclusion to become an embedded norm, leaders will need to develop cognitive competencies to effectively create, convey, implement, and sustain an inclusive environment. Students will learn to apply principles of inclusion as a lens to view relationships, processes, and interacting systems. (F, Sp, Su)

H R 5253 International Conflict Resolution 3 Credit Hours

Prerequisite: Graduate standing or departmental permission. Course will explore key concepts, chart the development of the field, evaluate successes/failures, assess challenges/debates, discuss environmental conflict resolution in the arts and popular culture, and discuss conflict resolution in the media and the communications revolution. Macro view: integrate demographic factors of religion, politics, geography, history, and economics as conceptual frames of analyses. (F, Sp, Su)

H R 5263 International/Intercultural Awareness 3 Credit Hours

Prerequisite: Graduate standing and departmental permission. Understand diverse cultures using a multidisciplinary approach of how cultures are different and what factors contribute to cultural distinctiveness. Use the tools of history, geography, economics, sociology, and other social/physical sciences for the whys behind cultural distinctiveness. Study how to adapt to cultural differences and work with people from other cultures, domestically and internationally. (Irreg.)

H R 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.)

H R 5283 Clinical Practicum 3 Credit Hours

Prerequisite: Graduate standing, admission to the Master of Clinical Mental Health Counseling degree program, and departmental permission. This course includes supervised practical experience at approved practicum sites. Emphasis on counseling theory, practice skills, professional identity, and theory and technique integration. Weekly conferences on counseling issues, practice development, and professional identity. (F, Sp, Su)

H R 5293 Multicultural Issues in Human Relations 3 Credit Hours

Prerequisite: Graduate standing or departmental permission. This course focuses on the historical, social, cultural, economic, and political situation of selected populations in the USA. It examines complex issues in workplace diversity, and skills, policies, and processes that foster a culture that affirms diversity in the workplace and scrutinizes potential barriers to culturally competent practices. (Irreg.)

H R 5303 Stress Management 3 Credit Hours

Prerequisite: Graduate standing or departmental permission. The course will teach human relations professionals various methods of stress management and prevention that can be used with clients, employees, co-workers, and family. It offers an examination of one's stressors and how to find a balance of mental, emotional, physical, and environmental stress management techniques for leading healthier and more productive lives. (Irreg.)

H R 5313 Leadership in the Legal Environment 3 Credit Hours

Prerequisite: Graduate standing and departmental permission. Leaders should be highly competent in concepts relevant to discrimination and harassment law. In this course, students will explore federal constitutional and federal statutory legal protections related to discrimination, which supersede state and local protections. 14th Amendment equal protection as it is applied to laws via strict scrutiny for suspect classifications and related due process will be examined. (F, Sp, Su)

H R 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)

H R 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)

H R 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.)

H R 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.)

H R 5363 Program Training & Development 3 Credit Hours

Prerequisite: Graduate standing and Departmental Permission. This course explores the process of program training and development with an emphasis on DEI and social justice. Specifically, this course examines the individual and organization strategies designed to foster inclusive and diverse environments using program training and examines the application of theoretical frameworks used in today's organization, as well as developing needs assessment, planning/budgeting, goal setting/evaluation methods. (F, Sp, Su)

H R 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.)

H R 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.)

H R 5393 Team Building 3 Credit Hours

Prerequisite: Graduate standing or departmental permission. The course content is devoted to team success. It focuses upon three major areas for teamwork: basic team concepts, internal team dynamics, and external team dynamics. Learn concepts, ponder thought-provoking questions, participate in the class exercises, assess a case study involving a team experience, and write a critique of a journal article. (Irreg.)

H R 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)

H R 5413 Addiction Counseling 3 Credit Hours

Prerequisite: HR 5533, HR 5453, HR 5463, Graduate standing and Departmental Permission; Clinical Mental Health Counseling students only. Explores how addiction affects physical, psychological, and social functioning in individuals and communities. The dynamics of addiction, treatment, and the recovery process are explored. Attention is given to the emotional, physical, psychological, and sociocultural aspects of addiction. (F)

H R 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)

H R 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.)

H R 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)

H R 5453 Ethical Issues in H R Counseling 3 Credit Hours

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

H R 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.)

H R 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 Research for Counseling 3 Credit Hours

Prerequisite: Graduate Standing and Departmental Permission; Clinical Mental Health Counseling students only. This course examines techniques involving quantitative, qualitative, and mixed methods methodology will be introduced and applied to clinical mental health counseling settings. Special attention will be given to program evaluation and techniques in applying research methods to clinical practice. (F, Sp, Su)

H R 5513 Couples and Family Counseling 3 Credit Hours

Prerequisite: HR 5533, HR 5453, HR 5463, Graduate standing and Departmental Permission; Clinical Mental Health Counseling students only. This course explores different methods and theoretical approaches for counseling with intimate interpersonal relationships and families. (F, Sp, Su)

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 Theories in Clinical Mental Health Counseling 3 Credit Hours

Prerequisite: Graduate Standing and Clinical Mental Health Counseling students only, or Departmental Permission. 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. (F, Sp, Su)

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 5613 Assessment and Evaluation in Counseling 3 Credit Hours

Prerequisite: Graduate Standing and Clinical Mental Health Counseling students only. An examination of the major individual, marital, and family assessment strategies and instruments. Students will receive training in the use of both testing and non-testing approaches to assessment and appraisal. Attention will be given to the relationship between assessment, diagnosis, and treatment planning. (F, Sp, Su)

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 and Trauma Counseling 3 Credit Hours

Prerequisite: HR 5533, HR 5453, HR 5463, and graduate standing; Clinical Mental Health Counseling majors only. Designed to facilitate knowledge and skills related to crisis intervention and trauma counseling. Focuses on individuals, families, and groups facing mental, physical, developmental, occupational, residential, and environmental crises, as well as the methods of assessment and intervention. (F, Sp, Su)

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**
(Slashlisted with H R 4723) Prerequisite: graduate standing or permission of instructor. Designed to introduce students to the intersection between homophobia, sexism, transphobia and gender/sexual violence. Surveys important theories of gender, homophobia and misogyny and how these social phenomena effect those who they target and those who practice them. Will cover psychological/interpersonal and sociological/political exploration of the associated nature of each area. No student may earn credit for both 4723 and 5723. (Irreg.)
- H R 5733 Program Assessment and Evaluation 3 Credit Hours**
Prerequisite: Graduate standing and departmental permission. Students will be introduced to the evaluation design process; learn how to engage stakeholders in crafting evaluation designs; study the fundamentals of designing exploratory, process, and outcome evaluations; and learn how to select an evaluation design that best meets a client's information needs. The focus of this course is on the contexts/purposes/techniques for assessing and evaluating social policy implications (F, Sp, Su)
- 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 5753 Advanced Theories: Diversity and Justice 3 Credit Hours**
Prerequisite: Graduate standing and departmental permission. This course is designed to make meaning of diversity and justice from a sociological perspective. Students will actively explore how categories of race, class, gender, sex, sexual orientation, political ideology, and disability (not exhaustive) shape the human experience and are critical to the formation of social structures, cultural understandings, group and organizational processes, and identities. (F, Sp, Su)
- 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 5773 Policy, Program, and Practice 3 Credit Hours**
Prerequisite: Graduate standing and departmental permission. This course explores the relationship between policy, programs, and practices that support equity, inclusion, social justice, access, and diversity. Students will examine notable policy in the U.S. that was designed to address access and equity issues for marginalized and minoritized communities. Students will identify and discuss key programs that have been designed as a response to policy and transformative practices. (F, Sp, Su)
- H R 5783 Advanced Theories: Strategies of Social Change 3 Credit Hours**
Prerequisite: Graduate standing and departmental permission. Course is designed to expose students to contemporary strategies of social and political change and its impact on policies and relationships such as in civil rights movements. Strategies are traditionally argued in relation to violence or non-violence methodology and whether such methodology is isolated to reality and structural make-up. (F, Sp, Su)
- H R 5793 Social Change and the Law 3 Credit Hours**
Prerequisite: Graduate standing and departmental permission. Explore social justice as seen in various areas of law to include general framework of law and guidance of human relations principals found within the framework. Explore different areas of law with examples of human relations and social justice, to include but not limited to: constitutional law, health law, family law, criminal law, immigration law, and employment law. (F, Sp, Su)
- 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 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 5873 Organizational Ethics 3 Credit Hours

Prerequisite: Graduate standing or departmental permission. Course focuses on professional values, integrity, and ethical decision-making processes in organizations. Students will discover theoretical and practical ways to approach moral/ethical dilemmas in organizational life and improve skills in moral reasoning/ethical decision-making. A case study approach is used to analyze/resolve ethical dilemmas/situations from a practitioner, human relations perspective. Emphasis placed on ethical leadership in organizations' social justice outcomes. (F, Sp, Su)

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 5883 Introduction to the Counseling Profession 3 Credit Hours

Prerequisite: Graduate standing and departmental permission. This course introduces the graduate student to the practice of Licensed Professional Counselors (LPC), utilizing instructor(s) from the LPC field. This course covers the history, development, and implementation of licensed counselors. (F, Sp, Su)

H R 5893 Psychopharmacology 3 Credit Hours

Prerequisite: Graduate standing; departmental permission or permission of instructor. This course serves as an introduction to psychopharmacology for mental health counselors and the commonly prescribed psychotropic medications used to address mental health disorders as defined in the Diagnostic and Statistical Manual of Mental Disorders (DSM - 5). Emphasis will be placed on the use of medications from a biopsychosocial perspective and the therapeutic role of the counselor. (F, Sp, Su)

H R 5903 Counseling Internship I 3 Credit Hours

Prerequisite: HR 5883, HR 5533, HR 5453, HR 5463, HR 5483, HR 5433, HR 5593, HR 5613, Clinical Mental Health Counseling students only, Graduate standing and Departmental Permission. The internship is 300 total hours of direct and indirect on-site work experience at an agency, organization, business firm, institution or other professional or industry setting to fulfill the requirement for a Master of Clinical Mental Health Counseling. The Internship provides extensive supervised on-the-job experience in a setting within the counseling profession. (F, Sp, Su)

H R 5913 Counseling Internship II 3 Credit Hours

Prerequisite: HR 5903, Clinical Mental Health Counseling students only, Graduate standing and Departmental Permission. The internship is 300 total hours of direct and indirect on-site work experience at an agency, organization, business firm, institution or other professional or industry setting to fulfill the requirement for a Master of Clinical Mental Health Counseling. The Internship provides extensive supervised on the job experience in a setting that is within the counseling profession.

H R 5923 Human Growth and Development 3 Credit Hours

Prerequisite: Graduate Standing and Clinical Mental Health Counseling students only. This course will explore development through the human life span from a psycho-social approach and will examine theoretical approaches from the mid-twentieth century to recent theoretical perspectives. In this context, the expanding social realm of the developing individual will be discussed along with research in a variety of areas related to social development including cognitive and social neurosciences. (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 5963 Leadership in Organizations 3 Credit Hours

Prerequisite: Graduate standing and departmental permission. This graduate level course is designed to explore the conceptual, theoretical, and practical aspects of leadership in organizational settings. This course is useful for future as well as current managers. (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 for Doctoral Dissertation**2-16 Credit Hours**

2 to 16 hours. Prerequisite: Graduate standing and permission of instructor; may be repeated. Directed research culminating in the completion of the doctoral dissertation. (F, Sp, Su)

Faculty

Last Name	First/Middle Name	Middle init.	OU Service start	Title(s), date(s) appointed	Degrees Earned, Schools, Dates Completed
Allen	Katie		2013	ASSISTANT PROFESSOR OF HUMAN RELATIONS, 2013	PhD, Texas Tech Univ, 2010; MA, Duke Univ, 2006; BA, Texas Tech Univ, 2004
Barnum	Linda			ASSISTANT PROFESSOR OF HUMAN RELATIONS AT TULSA	
Baruth	Katey		2023	LECTURER	PhD, New Mexico University, 2004; MA, Univ. of North Carolina, 2000; BA, Queens Univ., 1998
Bert	Shannon		2010	ADJUNCT ASSISTANT PROFESSOR OF LIBERAL STUDIES, 2010; ASSOCIATE PROFESSOR OF HUMAN RELATIONS, 2012	PhD, Univ of Notre Dame, 2006; MA, Univ of Notre Dame, 2004; BA, Univ of Oklahoma, 2001
Braeuer	Katie		2024	LECTURER	PhD, Texas Tech University, 2023; MS Univ. of North Dallas, 2013; BS, Friends Univ., 2010
Bright	David		2023	LECTURER	PhD, Pennsylvania State Univ., 2020; MS, Univ. of Scranton, 2015; BA, Univ. of Scranton, 2012
Byrd	Marilyn		2014	ASSOCIATE PROFESSOR OF HUMAN RELATIONS, 2018; ADJUNCT ASSISTANT PROFESSOR OF WOMEN'S AND GENDER STUDIES, 2015	PhD, Texas A&M Univ, 2008; MBA, Sam Houston State Univ, 1999; BBA, Sam Houston State Univ, 1991

Deacon	Zermarie	2013	ASSOCIATE PROFESSOR OF HUMAN RELATIONS, 2013; ADJUNCT ASSOCIATE PROFESSOR OF WOMEN'S AND GENDER STUDIES, 2013	PhD, Michigan State Univ, 2007; MA, Michigan State Univ, 2003; BA, Rhodes Univ, 1997; BA, Rhodes Univ, 1996
Dohlman	Jennifer	2024	LECTURER	Ed.D, National Louis Univ., 2024; MS, Southern Adventist Univ., 2003; BA, Southern Adventist Univ., 2001
Gonzales	Matthew	2024	LECTURER	PhD, Auburn Univ., 2024; M.Ed, Auburn Univ., 2020; BA, Southwestern Univ., 2018
Habashi	Janette	2005	PROFESSOR OF HUMAN RELATIONS, 2018	PhD, Kent State Univ, 2003; Med, Univ of Newcastle Upon Tyne, 1994; BSW, Bethlehem Univ, 1991
Hennington	Christopher	2022	LECTURER	PhD, Texas Tech Univ.; M.Ed, Texas Tech Univ.; Lubbock Christian Univ.
Johnson	Chad	2011	ASSOCIATE PROFESSOR OF HUMAN RELATIONS AT TULSA, 2011	PhD, Pennsylvania State Univ, 2004; MA, Trinity University, 2008; BA, Texas A&M Univ, 1995
Kram	Kirsten	2024	LECTURER	PhD, Univ. of North Texas, 2019; MS, Texas Women's Univ., 2015; BA, Univ. of North Texas, 2012
Lloyd-Jones	Brenda	2001	ASSOCIATE CHAIR, DEPARTMENT OF HUMAN RELATIONS, 2008; ASSOCIATE PROFESSOR OF HUMAN RELATIONS AT TULSA, 2015	PhD, Univ of Tulsa, 1992; MS, Illinois State Univ, 1982; BS, Northern Illinois Univ, 1981
Long	Wesley	1987	ASSOCIATE PROFESSOR OF HUMAN RELATIONS, 2010	PhD, Univ of Oklahoma, 1998; MA, Univ of Oklahoma, 1988; BA, Univ of Oklahoma, 1987
Martin	Janna		ASSOCIATE PROFESSOR OF HUMAN RELATIONS	PhD, University of Oklahoma, 1994; MA, Oklahoma State University, 1990; BA, East Central University, 1987

Mosley	Sterlin	2017	ASSISTANT PROFESSOR OF HUMAN RELATIONS, 2018; ADJUNCT ASSISTANT PROFESSOR OF PROFESSIONAL AND CONTINUING STUDIES, 2018; ADJUNCT ASSISTANT PROFESSOR OF WOMEN'S AND GENDER STUDIES, 2017	MA, Univ of Oklahoma, 2009; BA, Univ of Oklahoma, 2006
Murphy- Crouso	Kayla	2021	INSTRUCTOR	
Parmanand	Shawn	2024	LECTURER	PhD, Idaho State Univ., 2010; MA, Idaho State Univ., 2007; BA Idaho State Univ., 2004
Pulley	Tifanie	2022	LECTURER	PhD, Louisiana State Univ., 2019; MA, Norfolk State Univ., 2008; BA, North Carolina A & T State Univ., 1996
Rheineck	Jane	2024	LECTURER	PhD, Univ. of Arkansas, 2004; MS, Univ. of Arkansas, 2000; BSE, Univ. of Arkansas, 1996
Rogers	Jordan	2023	LECTURER	PhD, North Texas Univ., 2020; MS, Texas Women's Univ., 2015; BA, Univ. of North Texas, 2012
Sourie	Eric		INSTRUCTOR	PhD Candidate, University of Oklahoma; MA, University of Oklahoma; BA, Langton University
Washington	LaTrina	2024	LECTURER	
Webster	Lindsay	2023	LECTURER	PhD, Univ. of North Texas, 2016; MS, Texas Women's Univ., 2013; BA, Univ. of Austin, 2006
Worley	Jody	2011	ASSOCIATE PROFESSOR OF HUMAN RELATIONS AT TULSA, 2011	PhD, Oklahoma State Univ, 2006