

GRADUATE STUDIES IN HUMAN RELATIONS

A graduate degree or certificate in Human Relations can prepare you for a successful career in a variety of fields, or help you to succeed in your current career.

Master of Human Relations

This 36-credit hour non-thesis graduate program is designed to provide a quality education for adult professionals interested in creating and leading team-based organizations, advocating for social justice and change, and helping people and communities. Human relations is a multi-disciplinary field of study and professional practice that incorporates teaching and learning techniques which promote democratic values, advocacy and social justice. The program provides the skills and knowledge to work with diverse populations and to confront discrimination and oppression in a variety of workplaces.

This degree program has emphases in organizational studies, counseling and social justice and change. Students may also design a program to meet their personal and professional goals. The organizational emphasis will help you succeed in the workplace. It focuses on organizational behavior, human resource development, diversity in organizations, and leadership, and addresses gender and minority issues, work/life balance, organizational ethics and social responsibility. The counseling emphasis provides the skills and knowledge to help and counsel individuals in such settings as family service centers, hospitals, and private and public mental health practices, and is appropriate for those interested in counseling or for helping professionals such as nurses and teachers. Students in the social justice and change emphasis learn to analyze social problems, apply change theory, design and evaluate solutions for change, write grants, and develop and lead non-profit organizations. The coursework and internship experiences in all emphases are designed to provide the skills to address the critical issues of our rapidly changing global society. This program was also designed for the working adult in mind. The intensive on-site course format along with online and independent study courses allow for schedule flexibility within the program.

The Master of Human Relations (M.H.R.) degree requires 36 semester hours of graduate credit.

Course work for the M.H.R degree is offered in several modalities so that we can make our program very accessible to students. But, within this structure, there are several limits that are mandated by a combination of departmental, graduate college and regent's policies.

Human Relations offers web-based core classes and electives to meet the needs of our diverse student population. However, the department requires that at least 15 hours of your course work must be classroom based HR classes. Internship, independent study, directed reading and practicum hours are not classroom-based and therefore cannot be counted as part of the 15 hours of classroom-based work. Also, other University of Oklahoma courses and transfer hours do not count as part of these 15 hours. Therefore, please plan your course work carefully and contact your advisor if you need assistance. Using the worksheet provided in the program planner will help assure that your degree program meets all HR and graduate college requirements.

What You Can Do with a Master of Human Relations

You can use a master's degree in Human Relations to advance in or prepare for a new profession in such areas as:

- Counseling or other helping professions
- Human resource development
- Non-profit, public and private organizations
- Equal opportunity
- Organizational leadership.

The Human Relations degree can also help students develop the human relations skills needed to succeed and advance in many other such professions as:

- Nursing and other health professions
- Family or social services
- Teaching and other positions in education
- Corrections
- Civil service.

The Master of Human Relations prepares you for any profession in which a knowledge of human behavior, organizational behavior, social issues and change strategies, and diversity and gender issues is paramount. This program can also give you the knowledge and skills to enrich your life outside of the workplace. Take a class and find out what HR can do for you!

Eligibility

The Department of Human Relations offers an undergraduate, a master's degree and graduate certificates. Although admission to the program requires students to have successfully completed an undergraduate degree program, no specific undergraduate degree is required. All undergraduate degrees are acceptable. There are no prerequisite coursework requirements for admission to the program.

Internship

H R 5200, Internship in Human Relations, is designed to provide the application of relevant theories to practice. Therefore, internships should be selected with a view toward sharpening one's skills for future work. The required Internship procedures are:

- Gain full department admission status and have completed 12 credit hours.
- Before beginning the internship, all student interns must have on file in the Department of Human Relations completed copies of an approved University of Oklahoma Practicum/ Internship Memorandum of Understanding which includes information about your internship and requires a supervisor signature
- Submit reports at the end of each project, describing the progress and results of the work.
- Enroll for one to six hours of internship until the total six hours required for graduation have been completed. Internships may be varied and may consist of more than one project.

Alternate Admissions Policy for the Human Relations Program

Applicants with a grade point average between 2.25 and 2.74 in the last 60 undergraduate hours or 2.75 and 3.0 in last 12 or more hours of graduate work and who have graduated more than three calendar years prior to their application will be considered.

Applicants with a GPA of 2.25-2.49 must meet two (2) of the following criteria and applicants with a GPA of 2.50-2.74 must meet one (1) of the following criteria for admission.

1. Professional certification in a career field related to the academic discipline of human relations.
2. Documentation of at least three continuous years of employment with increasing responsibility in a career field related to the academic discipline of human relations.
3. A 3.0 GPA in the last twenty-four (24) undergraduate major hours or a 3.5 GPA in the last thirty (30) credit hours.
4. A median score on the Graduate Record Examination (GRE) for an individual who took the GRE after being out of college for five or more years. Otherwise, a 75th percentile score is required.
5. For Advanced Programs students, six hours of graduate professional school, social sciences, education or allied health coursework with at least a 3.5 GPA (these courses will not count toward degree requirements). For main campus and University Center at Tulsa students, six hours of 4000-level courses with at least a 3.5 GPA (these courses will not count toward degree requirements) and six hours of 5000-level courses with at least a 3.5 GPA (these courses will count toward degree requirements).
6. Students with exceptional job credentials may request a personal interview in lieu of one of the criteria as listed above at the discretion of the Chair of the Department of Human Relations or her representative for further consideration by the Dean of the Graduate College.
7. Interview with department.

Alternate admission was set up for students who graduated more than three (3) years prior to the request for such admissions and who have been working in a career field with increasing responsibility.

Documentation Required

Submit the following directly to the Human Relations Department

- An autobiographical statement that describes your reason for pursuing an MHR, and explains any extenuating circumstances that contributed to your low undergraduate GPA.
- Résumé showing increasing responsibility over at least a three-year period.
- Three (3) letters of recommendations referring to academic potential and professional development. Do not send fitness reports/evaluations or copies of certificates for various schools or correspondence courses.

STATE SPECIFICALLY UNDER WHICH CRITERIA YOU ARE APPLYING AND, WHEN NECESSARY, PROVIDE DOCUMENTATION

Transfer Credits

The maximum transfer credits accepted is one-fourth of the number of semester hours required for the degree. For the Master of Human Relations, a maximum of nine hours may be accepted in transfer from another university. The American Council on Education recommends graduate credit for several courses completed through military professional education programs, e.g., Air Command and Staff, Air War College. Official transcripts of such coursework may be submitted for evaluation for transfer credit. However, the Graduate College will not award transfer credit for any course identified as "correspondence."

All transfer credits are subject to the time limitation on credit offered for the degree and are only applicable for interdisciplinary (non-H R prefixed) electives. Transfer credit may not be more than five years old at the time of admission or readmission to the University. Nor will transfer credit be given for coursework completed prior to fulfillment of provisional student status. No transfer credits may be used to satisfy the 24 credit hours required in Human Relations Courses and Human Relations Electives.

Time Limitation for Degree Completion

Five years, dated from the semester of initial enrollment, is the maximum time for degree completion. Extension beyond this limit will result in disqualification of the over aged credit.

Comprehensive Examination

Each student must satisfactorily complete a written comprehensive examination, which covers the field of Human Relations. The comprehensive examination is usually completed during the semester of graduation, and the student must be enrolled in one course for a minimum of two credit hours of OU coursework. The exam cannot be taken until the student has an Admission to Candidacy form on file in, and approved by the Graduate College. Advanced Programs site directors have additional information about the examination. If a student does not graduate within a two-year period after taking the comprehensive examination, it must be retaken. There are specific course requirements that must be fulfilled in order to meet eligibility requirements for the comprehensive examination. Students are advised to read the Graduate College Bulletin from the Graduate College and the Program Planner from the Human Relations Department for specifics on these and other requirements or check with their site director.

General Program Requirements - Core Courses

H R 5003 - Theoretical Foundations of Human Relations

Analyses of human relations theories and concepts from the perspectives of the social sciences, the humanities and education.

H R 5013 - Current Problems in Human Relations

In-depth studies of outstanding problems facing social practitioners, including racism, sexism, poverty and human rights. Strategies for change and ethics of intervention will also be discussed.

H R 5023 - Research in Human Relations

Special focus will be upon designing and implementing research projects related to the academic discipline of human relations.

H R 5093 - Introduction to Graduate Studies in Human Relations

This course is 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 individual, interpersonal, group and intergroup relations.

H R 5200 - Internship in Human Relations

Six hours may be completed in 1, 2, 3, 4, 5 or 6 hour blocks for a total of six hours; payment must accompany enrollment. A total of 18 hours of core courses are required to fulfill graduation requirements.

Human Relations Elective Courses

The M.H.R. degree requires a minimum of 36 hours of graduate credit. All of those hours can be Human Relations courses; a minimum of 27 of those must be Human Relations courses. The following is a partial list of HR electives.

H R 4970 - Special Topics/Seminar

One to three credit hours. 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.

H R 5033 - Seminar in Leadership in Organizations

The focus of this course is upon a survey of major leadership approaches and theories and their 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

The focus of this course will be upon the change process and a survey of major approaches used to bring about organizational change, such as confrontation meetings and survey feedback.

H R 5063 - Seminar in Strategies of Social Change

A study of techniques for bringing about individual, group or organizational changes.

H R 5073 - Creative Problem Solving

Surveys the nature of creative thinking and creative problem solving. Topics to be covered will 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 variety of individual and group techniques for different stages in the process.

H R 5083 - Seminar in Group Dynamics

An intensive study and critical evaluation of social-psychological concepts related to sensitivity training as a human relations technique.

H R 5100* - Advanced Theories in Human Relations

Additional in-depth studies of human relations theories and their implications for human relations practitioners. The foci are 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 non-violence as a basis for peace curricula, human values in sexuality, and women and men in organizations. Maximum credit six hours.

H R 5110* - Advanced Seminar in Current Problems

Additional in-depth studies of current social problems and strategies for intervention and change on topics such as, but not limited to chemical dependency, ethnic and gender discrimination issues, disadvantaged children, domestic violence, sexual/physical abuse, physically and emotionally disabled populations. May be repeated with change of content; maximum credit six hours.

H R 5113* - Seminar in Local Issues in Human Relations

Variable topics and content related to human relations problems and solutions. May be repeated with change of topic; maximum credit nine hours.

H R 5153 - Human Emotions

The goal of this course 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 and fear. The course will be both didactic and experiential. Skills in self-disclosure, active listening empathy and confrontation will be used to increase the understanding of emotions and to increase the ability to communicate emotional content.

H R 5163 - Seminar in Non-verbal Behavior in Human Relations

Topics range from body language to neurolinguistic behaviors to descriptive classifications for practitioners who emphasize non-verbal behavior activities of children and adults.

H R 5173 - Seminar in Applied Interpersonal Dynamics

This course is 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.

H R 5183 - Seminar in Issues in Human Relations Training

This course focuses on theories and research in group dynamics, including such things as group development, conformity, power, leadership, ethics, values and professionalism in human relations.

H R 5193 - Intervention and Practice in Training

Specifically designed to enable students to explore their skills in working with others from both a theoretical and pragmatic perspective, students are helped to develop a clear picture of facilitation, leadership, and consultant skills.

H R 5403 - Psycho-Social Development

This course covers human psycho-social development, including the expanding social realm of the consistently developing individual. Theories and research in a variety of areas related to social development include attachment, aggression, sex typing, moral development and parent-child interaction.

H R 5413 - Chemical Dependency

This course explores how chemical dependency affects individuals in their physical, psychological and social functioning. The dynamics of the illness, the treatment and the recovery process are explored. Special attention is given to the physical, psychological and social aspects of chemical dependency. The course is both didactic and experiential.

H R 5423 - Family Systems and Family Reconstruction

Students learn how to impact family systems. Through didactic and experiential learning, students learn how they function in their own family systems and explore their own rules for living in them.

H R 5433 - Group Counseling in Human Relations

This course 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.

H R 5443 - Adolescent Issues in Human Relations

This course is designed to acquaint human relations professionals with current issues pertaining to teens such as the pressures that confront youths, along with various adaptive and maladaptive coping behaviors.

H R 5453 - Ethical Issues in Human Relations Counseling

This course surveys ethical, legal and professional issues facing human services professionals.

H R 5463 - Counseling Skills in Human Relations

The goals of this course are to introduce students to the helping professions and to provide them with a basic mastery of important counseling skills in human relations.

H R 5473 - Women and Mental Health

The purpose of this course is to examine psychological theories and practices that pertain to women. Traditional theories and practices such as the new approaches to working with women are some of the topical issues.

H R 5613 - Human Relations in Education

The focus of this course is on intrapersonal, interpersonal and intergroup relations problems in the public schools. Specifically, it deals with persistent school/classroom problems associated with multiculturalism. Through a blend of theory and practice via lectures, discussions and problem-solving exercises, students gain self-awareness as a major aspect of the human relations approach in education.

H R 5960* - Independent Directed Readings in Human Relations (variable credit)**

One to three credit hours. May be repeated; maximum of six credit hours.
Individual readings on selected problems in human relations.

HR 5970 - Introduction to philanthropy and nonprofit organizations.

Special topics or seminar course for content not currently offered in regularly scheduled courses.

HR 5970 - Work/Life Balance

With the increase in two-career couples, single working parents, and job demands, balancing work and the rest of our lives has become a serious challenge. This course will examine work/life balance from several perspectives: underlying values that promote unhealthy lifestyles, current issues for working adults, policies in the U.S. and other countries that address problems faced by families, and skills that can be used to promote healthy lifestyles.

H R 5970 - Women and Leadership

Women are assuming leadership positions in such arenas as business, politics, law, sports, and the military. However, most theory and practice do not reflect women's experiences of leadership. This course examines theory and research on women's leadership, obstacles women face to assuming and succeeding in leadership roles, and how women are transforming the concept of leadership in the modern workplace. Readings include many personal essays from women leaders of diverse backgrounds who share their successes, failures, and advice.

H R 5970 - Spirituality in Counseling

Religion and spirituality are ubiquitous among people from all cultures and societies. Over the first century in psychology, religion/spirituality was mostly neglected by mainstream scholars. Today there has been an explosion of interest and recognition for the importance of attending to a person's religion and spirituality counseling. Some argue that some form of religion or spirituality is necessary for mental health and happiness. Others argue that religion continues to be a bane on human existence, but spirituality may have something to offer. This course will explore the interface of human relations/psychology/counseling and spirituality. Students discover various approaches to identifying, assessing, and working with spiritual issues and clients in the readings. Students will also be expected to explore their own spiritual development, beliefs, and values.

H R 5970 - Motherhood.

Special topics or seminar course for content not currently offered in regularly scheduled courses. May include library and/or laboratory research and field projects.

H R 5970 - Relational cultural therapy

Special topics or seminar course for content not currently offered in regularly scheduled courses. May include library and/or laboratory research and field projects.

H R 5970 - Crisis Intervention

This course is designed to facilitate knowledge development related to all manner of crisis from an interdisciplinary perspective based in crisis theory. The focus of the

course is on individuals, families, and groups facing mental, physical, developmental, occupational, residential, and environmental crises, as well as the methods of assessment and intervention. A secondary focus of the course is on secondary traumatic stress (STS) or compassion fatigue and the critical nature of self-care for helping professionals that have been adversely impacted by the trauma experienced by their clients and family members. The terms STS and compassion fatigue are used interchangeably in this course.

H R 5970 - Special Topics/Seminar

Special topics or seminar course for content not currently offered in regularly scheduled courses. May include library and/or laboratory research and field projects.

H R 5990* - Independent Study**

One to three credit hours. May be repeated; maximum of six credit hours. Individual investigations and report of findings on selected problems in human relations.

* Variable topic – maximum credit six hours.

** Variable topic – maximum credit nine hours.

*** One to three hours per semester – maximum credit six hours.

For additional course descriptions please see the University of Oklahoma General Catalog.

Please note that degree program requirements are subject to change.