

## **CPS 2200: Diversity and Human Relations (CRN 53386)**

**Georgia State University – Summer, 2009**

**Dept. of Counseling & Psychological Services (CPS)**

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CPS Website:                    <http://education.gsu.edu/cps/index.htm>

**Office Hours:** Contact the instructor by email to arrange an individual meeting or conference by telephone.

**Course Prerequisites and Overview:** There are no prerequisites for this course, which was designed to provide an overview of human diversity and relationships, including the roles of both genetic and cultural diversity. The first section of topics gives attention to diversity issues in the past, present and future -- not only the problems but also how we are growing in our understanding and valuing of diversity in a changing world. In the remaining three sections, the various types of human diversity are grouped and studied as social, physical, intellectual and emotional attributes.

**Course Objectives:** Upon completion of this course, students will be able to:

- Discuss how human diversity issues impact interpersonal relationships.
- Describe how genetic and environmental factors affect human differences.
- Explain how employees benefit from being “diversity-wise” and sensitive.
- Review the benefits of diversity education for employers and employees.
- Clarify how rapid changes in technology and medicine have impacted human diversity.
- Discuss how the nation’s and world’s populations have become more diverse yet interdependent.
- Provide examples of human diversity in terms of social, physical, intellectual and emotional aspects.
- Make a case for challenging human rights violations of the past and present as well as those on the horizon.
- Explain the significance of the illusion of race and cite examples.
- Differentiate and discuss socioeconomic status and class.
- Discuss gender identity and issues related to human sexuality.
- Explore the meaning of generation gaps and ways to bridge them.
- Cite examples of how physical appearances vary and affect relationships.
- Describe issues related to gender identity and roles.
- Identify the population variance among leading health indicators.
- Demonstrate their increasing understanding of people with disabilities.
- Distinguish factors that contribute to personal belief systems.
- Identify classic religious belief systems that create diversity.
- Correlate different personality types with various interests and behaviors.

**Required Course Text:** The text is included in the course software, along with lectures, learning activities and other resources.

Myrick, R.D. & Myrick, L.S. (2007). Diversity and Human Relations. Sarasota, FL: Faulkner Press.

**NOTE:** The course software program may be purchased online ONLY directly from the publisher at <http://www.faulknermedia.com>. It will be downloaded to your computer via the GSU server.

For a guide to using the course software, click on **Courseware Guide** at <http://www.faulknermedia.com/help/>

**Supplemental Books and Links:** The following, while not required reading, are recommended as references and resources.

Bucher, R.D. (2000). Diversity consciousness: Opening our minds to people, culture, and opportunities. Upper Saddle River, NJ: Prentice-Hall.

Council for Global Education <http://www.globaleducation.org>

Fox, S. (2005). Digital Divisions. Washington, D.C: Pew Internet Life Project.

Howe, N. & Strauss, W. (2000). Millennials Rising: The Next Great Generation. NY: Vintage Books and Random House.

Lewontin, R. (1995). Human Diversity. Barnes & Noble: Scientific American Library Series.

Lynn, R. (2001) Science of Human Diversity. Lanham, MD: University Press of America.

Schwartz, S.E. & Conley, C.A. (2000). Human Diversity: Guide for Understanding. NY: McGraw-Hill.

Smith, T. (2000). Changes in the Generation Gap, 1972-1998. GSS Social Change Report No. 43. University of Chicago, IL: National Opinion Research Center.

Trickett, E. J. & Birman, D. (Eds.) (2004) Human Diversity: Perspectives on People in Context. San Francisco, CA: Jossey-Bass.

University of Maryland—Dictionary of Diversity  
<http://www.inform.umd.edu/EdRes/Topic/Diversity/Reference/divdic.html>

**Professional Journal Articles:** Using the GSU library and the internet, students can be directed to professional journal articles and websites via hyperlinks.

## **HOW THIS COURSE WORKS: Important Information & Guidelines**

### **Communication**

Email is an essential communication tool for important class information, so make sure your GSU email address is functioning properly. Then, check it on a daily basis throughout the term for course-related messages.

Students who email the professor regarding a question or concern will be answered as soon as possible. Those who are concerned about not completing an assignment on time are expected to contact the instructor prior to the due date.

On occasion, announcements will be posted in the News & Events section of the course software main menu and will also appear under News in My Account at the Faulkner Media website.

### **Course Materials**

The course text and lecture presentations are accessed via a published software program. The software also includes *self-assessments, interactive learning activities, video clips and Internet links*. In addition, there are class announcements, secure online exams and practice questions for each topic. For security purposes, only one student per registered software product can access the online exams.

### **Course Structure & Requirements**

There are no class meetings on campus to attend. For the most part, you work independently, at the time and place of your choosing and at your own pace. You will use the course software to complete the assigned readings and lecture presentations in preparation for four online exams scheduled throughout the term. It is strongly recommended that you use the optional practice tests for each topic in your preparation as well. Your course grade will be derived from your four online exam scores.

### **The Course Software: Major Components**

When you open the course software, you will see a menu box in the center of your screen that contains three sections.

**News & Events**, on the left side of the menu box, shows recent class announcements when you're online.

**Help & Quicklinks**, on the right, provides access to various software resources, as well as resources at the Faulkner website when you're online.

**The 4 Major Components** of the course software are accessed via the option in the center section of the menu box.

**Component 1: View Online Resources** –Selecting this option takes you to the My Account login page at the Faulkner Media website. At My Account, you can verify your exam scores, read all course news announcements and access other resources. You must be online for this option to function.

**Component 2: View Textbook Material (Library)** – This option takes you to the course text readings. This is the first step in learning about each topic and proceeding through the course section by section. There are 14 topical readings organized into four sections. Use the upper left menu tab to select a topic. You do not have to be online to read the text, but you won't be able to access the links to additional important content located on the internet.

**Component 3: View Presentations** – Selecting this option is the next step in studying a topic. The mini-lectures (with slides and images) for each topic offer

additional insights and examples to enhance your understanding. Experiment with the slide and audio controls at the top of the window to find the settings that work best for you. Read the textbook selection about a topic first and then view the related presentation. You do not need to be online for the lecture presentations.

**Component 4: Exercises & Assessments** – This component provides access to the four online exams. There are also practice tests and interactive games for each topic that can help you study and prepare for exams. You must be online to take the Exercises (Exams) but not the Practice Assessments.

**Practice Choice Questions:** Select this option from the Assessment menu to access **Practice Tests** for each topic.

**Choice Game:** Select this option to access a game version of the practice tests.

**Online Exercises (Exams):** Select this option when it is time to complete each of the four **Online Exams**.

See the [\*How to Study\*](#) handout to learn more about how to proceed through the course successfully.

### **Practice Assessments (Practice Tests & Choice Games)**

Using the practice activities increases your familiarity with the topics as well as the format and content of potential exam questions. They are highly recommended as a study aid and students are not required to submit their practice scores.

The practice items are based on the readings and lectures and organized by topic. The Practice Tests for a topic consist of 10 questions at a time randomly drawn from a pool of about 35-55 items. Choice Games are timed, have options to make some items easier and consist of as many items as you can answer in the allotted time.

Refer to the [\*Using Practice Assessments\*](#) handout for more information about how to use these valuable resources.

### **Scheduled & Timed Online Exams (also called Exercises on the software)**

There are four scheduled online exams, one per section of course material. The items for each student's exam are randomly selected from a large pool of questions, making each exam unique.

#### **Important things to remember:**

An exam must be completed during a single 50-minute sitting.

An exam access code can be used only ONE time.

You must be online with your browser set to accept cookies.

Make sure you enter the access code correctly.

For more information on how to access and take online exams, see the handout [\*Completing Online Exams\*](#).

## Course Assignments & Schedule

The course content, which is accessed via the software program, is divided into four sections that cover a total of 14 topics (3-4 per section).

For each TOPIC, students have:

- (1) A textbook assignment to read (View Textbook Material)
- (2) A mini-lecture/slide presentation to listen to and view (View Presentations)
- (3) Practice tests and games for review (Exercises & Assessments)

After each SECTION of topics, students complete an online exam. The following schedule was designed to help you stay on pace and finish the course in a timely manner. However, because the summer term is only 7 weeks long, you may take the four exams WHEN YOU ARE READY.

PLEASE NOTE: You must complete all four exams and be sure your scores are submitted to the Faulkner Media grade book NO LATER THAN 9:00 AM, AUG. 2<sup>nd</sup>.

The codes needed to access the exams are as follows:

Exam 1: **AMT**                      Exam 3: **GMP**  
Exam 2: **DTT**                      Exam 4: **KNW**

If you have a plan from the ODS that calls for accommodations, please contact me by email concerning this.

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### Summer, 2009: CPS 2200 Schedule

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#### Section I: The Nature of Human Diversity

Read text and view lectures for Topics 1-4

01. Understanding Human Diversity
02. Valuing Human Diversity
03. A Changing Diverse World
04. Confronting Problems Related to Diversity

**Exam 1**

**June 18**

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#### Section II: Social Aspects of Diversity

Read text and view lectures for Topics 5-8

05. Race-Ethnicity-Nationalism
06. Socioeconomics
07. Gender – Sexual Orientation
08. Family Differences and Generation Gaps

**Exam 2**

**July 02**

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#### Section III: Physical Aspects of Diversity

Read text and view lectures for Topics 9-11

09. Physical Appearance
10. Physical Health
11. Physical Impairments

**Exam 3**

**July 16**

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## Section IV: Intellectual & Emotional Aspects of Diversity

### Read text and view lectures for Topics 12-14

12. Personal Beliefs- Religions-Politics
13. Intellectual & Emotional
14. Personality & Personality Disorders

### Exam 4

July 30

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### Other Important Dates

- July 01                      Last day to withdraw & possibly receive a "W"  
July 27                      Last day of term  
July 28-Aug. 01          Final exams

### Evaluation and Grading Criteria

Four online exams are used to determine final grades for the course. Each exam is comprised of 50 items worth two points each. Thus, each exercise is worth 100 points and the total for the course is 400 points. Online exam scores are reported in percentages (i.e., 82% = 82 points). Final grades are based total points, using the following scale (which conforms to GSU policies).

Total Points	(%)	Grade
392-400	(98-100)	A+
370-390	(93-97)	A
358-368	(90-92)	A-
346-356	(87-89)	B+
330-344	(83-86)	B
318-328	(80-82)	B-
306-316	(77-79)	C+
290-304	(73-76)	C
278-288	(70-72)	C-
238-276	(60-69)	D
0-236	(0-59)	F

### My Account at Faulkner Media

Upon purchasing their course software, students are given a personal account in the Faulkner Media navigation system called My Account. This is where their Courseware Registration # and Serial Key # are recorded.

### Additional resources at My Account include:

**News** -- All the announcements that have appeared in the News & Events section of the software menu are visible here.

**Sessions** – There is a page for each topic that includes objectives, key concepts/terms, things to think about and insights. Students are notified by email when other resources (i.e., syllabus, handouts) are posted here.

**Exercises** -- This is where you view and verify your exam scores. If your score is not posted here, it will also be missing from the instructor's online grade book.

To resubmit a score, log online, open the course software and click on Resubmitting Assignments under the Help & Quicklinks section of the main menu. Students are advised to keep a personal record of their exam scores as well.

**Practice** -- If you choose to submit your practice test scores, they will be posted here. This is not required.

Videos -- Disregard this item as any videos for this course are linked to the text material on the software.

To access your My Account page, go to [www.faulknermedia.com](http://www.faulknermedia.com) or <http://myaccount.faulknermedia.com/> and log in with your Faulkner Media username and password.

### **Attendance**

This course is fully online, with no on-campus meetings that students must attend. However, it is possible, if needed, to monitor the amount of time that individual students spend interacting with course readings, lectures and other resources.

### **Make-up Exams and Other Work**

In some circumstances, make-up exams may be arranged at the professor's discretion. There are no extra credit assignments. Your final grade will be based on accumulated points from the four exams. All exams must be completed within the semester.

## **Georgia State University Academic Policies**

### **Academic Honesty**

Georgia State University students are expected to recognize and uphold standards of intellectual and academic integrity and to refrain from any and all forms of dishonorable or unethical conduct related to their academic work. Lack of knowledge of this policy is not an acceptable defense to any charge of academic dishonesty. The GSU policy on academic honesty is published in *On Campus: The Official Student Handbook 2008-2009* <http://www2.gsu.edu/~wwwcam/>.

### **Students with Disabilities**

GSU policies regarding individuals with disabilities conform to Sections 503 and 504 of the amended Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 (Title II), providing physical and program accessibility and reasonable accommodations for students with documented disabilities. It is the responsibility of students with disabilities to communicate with the Office of Disability Services and their professors regarding their accommodation needs.

The Office of Disability Services (ODS) is located in Suite 230 of the Student Center and the phone # is 404/413-1560. For more information, visit the website at <http://www2.gsu.edu/~wwwods/index.htm>.

## **TECHNICAL ASSISTANCE**

This course is not accessed via uLearn and does not use GSU technical services. Instead, it uses software and navigational systems developed by Faulkner Press and administered by Faulkner Media, who also provides all technical assistance. A variety of resources and technical assistance options are available.

- Read the Courseware Guide at the Faulkner Media online Help Desk <http://www.faulknermedia.com/help/> to learn about navigating the software.
- Check out the articles about common software issues and technical questions also located at the Faulkner Media online Help Desk at <http://www.faulknermedia.com/help/>.
- If you can't resolve the issue on your own, contact the help staff directly.  
By email to: [questions@faulknermedia.com](mailto:questions@faulknermedia.com)  
By calling toll-free: [1-866-428-2346](tel:1-866-428-2346)

The course syllabus provides a general plan for the course; deviations may be necessary.