

Comm 310: Conflict Resolution and Negotiation
Fall 2015
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Textbook:

Arnett, R. C., Bell McManus, L. M., & McKendree, A. G. (2013). *Conflict between persons: The origin of leadership*. Dubuque, IA: Kendall Hunt.

Course Purpose and Learning Outcomes

This purpose of this course is to introduce you to the study of human conflict and negotiation. We live in a world in which knowledge of conflict and its connection to social, economic, and ideological grounds is important, as a survival skill for you personally and for the human community in general. *The Chronicle of Higher Education* and other scholarly references have called the study of human conflict one of the fastest growing areas in American academe. The reason for such growth is tied to the assumption that knowledge of human conflict is a survival skill needed by each of us in today's world.

This class will look at various ways in which conflict can be understood and the value decisions one will need to address as one determines not only how to deal with conflict, but how to negotiate its various existence in a human community, both personally and professionally.

- To identify the different types and stages of conflict;
- To explain the necessity of conflict management;
- To synthesize different perspectives on negotiation;
- To apply the importance of ethical communication in various conflict situations.

Course Requirements

Journal Assignment—requires a thoughtful reflection on your readings, classroom discussions, and experiences (see course schedule for assignments and due dates). All journal questions must be a minimum of two handwritten pages. (10 points each)

Exam 1—will cover in class material and chapter 1-5 (50 points)

Exam 2—will cover in class material and chapters 6-10 (50 points)

Exam 3—will be a cumulative exam that covers in class material and chapters 1-14 (50 points)

Class Participation & Exercises— throughout the semester you will be asked to participate in various forms of class discussion including, but not limited to, in class topic discussions, journal discussions, group activities, etc. (10 points)

Final Paper— This paper is an applied paper that allows you to bring your knowledge from the class and apply it to a real life setting, movie or book (5-7pages and 3 scholarly references) (50 points)

Introduction

- Discuss the importance of a class in conflict and negotiation. Explore ideas such as:
 - What is the value in having a class in conflict and negotiation?
 - How does this class inform your everyday life?
 - Why is the study of conflict and negotiation important in today's society?

Body

- Research a conflict area of interest that is occurring in today's society, on campus, between two people (between two people will require interviews), found in a movie or book, etc
- discuss each side of the issue incorporating a minimum of 10 concepts from class

Conclusion

- Develop a proposal to help resolve some of the conflict that is fair for all parties

Presentation—will be a 5-7 minute discussion on your final paper (25 points)

Tentative Schedule:

Week	Topic	Reading	Journal Assignment
1	Conflict in an Age of Ethical Dispute	Chapter 1	<i>Discuss an example where you and someone else experienced competing ethical goods.</i>
2	Framing Communication Messages	Chapter 2	<i>Where do you see yourself in the next five years; what are some of the conflicts that might get in the way of your vision?</i>
3	From Argument to Conflict	Chapter 3	<i>Describe a time when your actions were influenced by blind loyalty.</i>
4	Conflict Origins	Chapter 4	<i>Apply French and Raven's different types of power to various situations in your life.</i>
5 EXAM Week	Differing Cultures	Chapter 5	<i>How do you define family? Would you identify your family as open, closed, or random? Provide a rationale for your response.</i>
6	Relational Perceptions	Chapter 6	<i>Give examples of people in your life that fit into Aristotle's three different types of friendship.</i>
7	Emotions and Conflicts	Chapter 7	<i>Identify a situation where your emotions influenced your response to a conflict with a family member, friend, or workplace colleague.</i>

8	Dialogue and Internal Conflict	Chapter 8	<i>Think of an instance when you attempted to reduce uncertainty. Describe the strategies you used during the situation.</i>
9	Opinions and Conflict	Chapter 9	Journal Assignment <i>Describe an example where you witnessed emotivistic decision making and an example where you engaged in this type of decision making.</i>
10 Exam Week	Conflict Styles	Chapter 10	<i>Give an example of when you engaged in unreflective routine. What were the consequences?</i>
11	Displaced Conflict	Chapter 11	<i>Describe an experience when you engaged in both hearing and listening. How were these two experiences similar and different?</i>
12	Thresholds of Sensitivity in Conflict	Chapter 12	<i>Identify a leader who instills performative trust. What additional qualities make this person successful?</i>
13	Destructive Conflict	Chapter 13	<i>Describe a time when you experienced divisive conflict.</i>
14	Story Centered Conflict	Chapter 14	<i>Explain other stories, similar to the Odyssey, that portray the importance of ethics, conflict, and leadership.</i>
15	Presentations		
16	Final Exams		