Master of Science in Negotiation and Dispute Resolution
Course Requirements (Master 32 credits; Graduate Certificate 16 credits)
Last revision: November 12, 2008

COURSE LIST
(For descriptions see below)

Total of 32 credits for Master including at least 7 credits in selected substantive area of concentration; 17 credits in Foundational and Skills & Processes; 2 credits in Culture and Conflict; and the remainder of the credits in electives

Graduate Certificate requires all foundational and skills/processes courses from the master’s except that students get to choose between taking Systems and Dispute Systems Design or Facilitation and Group Processes for a total of 16 credits

I. Foundational  [All four courses required, minimum of 9 credits]

► Alternative Dispute Resolution (LAW 310) (2)
► Dynamics of Conflict Resolution (NDR 600) (3)
► Leadership and Organizational Behavior (MBA 771) (3) OR
  ► Leadership: theories, models, behavior (NDR 692) (2)
► Systems and Dispute Systems Design (NDR 604) (2)

II. Skills and Processes  [All three courses required, total 8 credits]

► Negotiation (based on LAW 410) (3) or Negotiation (based on NDR 603 (3)
► Mediation Process (LAW 404) (3)
► Facilitation and Group Processes (NDR 611) (2)

III. Culture and Conflict  [Choice of one course, minimum 2 credits]

► Multiculturalism: Theory and Practice (MLS 666) (3)
► Imagining the World (MLS 615) (3)
► Cultural Issues in Education (EDU 692) (3)
► Ethnic Conflict, Nationalism, and Democracy (MLS 683) (3)
Cross-Cultural Perspectives in Conflict Resolution (NDR 606) (2)

Negotiating at an Uneven Table: The Social and Cultural Context of Conflict and its Management (NDR 609) (3 credits)

IV. Electives

Arbitration (2) (Law 315)

Stress and Crisis Management (COU 584) (3)

Introduction to Counseling (PSY/COU 540) (3)

Communication Skills (based on MAM 510) (3)

Dialogue (NDR 602) (2)

Directed Independent Study (NDR 795) (1 - 3)

Beyond Neutrality: New Directions for Conflict Professionals NDR 612 (2)

Students may also take as an elective any approved area of concentration course or an additional course under the Culture and Conflict category. Other courses may also be included in this section with permission of the program director.

V. CONCENTRATION IN SELECTED SUBSTANTIVE AREAS [minimum 7 credits]

Capstone: In addition to the courses outlined above, the student will choose one substantive area in which to concentrate and must take two courses in the selected area. In consultation with the program advisor, the student must also pursue 3 credits of experiential independent work involving conflict resolution in the substantive area, consisting of an approved externship/field experience with a final paper, or an extensive thesis project involving research, under the guidance of a faculty mentor. Between the 3 credits of independent work and other concentration course requirements, the student will be required to take a minimum of 7 credits in the substantive area. Upon the completion of 15 credits in the program, student must declare their area of concentration and their choice of either a Practicum or a Thesis.

Practicum (NDR 614) (3)

Thesis Project (NDR 616) (3) (Department Approval)

Other courses may also be included in this section with permission of the program director.
CONCENTRATION IN ORGANIZATIONAL/TRANSACTIONAL NEGOTIATION AND DISPUTE RESOLUTION [Choice of 2 courses, minimum 4 credits]

► Business, Ethics, and Society (MBA 776) (3)
► Personnel/Human Resources Management (MGT 351) (3) [when offered as MBA 779, Seminar in Management]
► Managerial Economics (MBA 741) (3)
► Labor Law (LAW 381) (3)
► Advanced Problems in Mediation: Complex Conflict NDR 610 (2)
► Civic Organizing and Democracy (LAW 306) (3)
► The Application of Coaching within Conflict Resolution NDR 652 (2)
► Key Principles of Appreciative Inquiry (AI) Appreciative Inquiry NDR 650 (2)
► Dialogue and the Self: a seminar on relational conflict engagement (NDR 605) (2)
► Principles of Organizational Consulting for Conflict Resolution Professionals NDR 653 (2)

CONCENTRATION IN HEALTH CARE COLLABORATION AND DISPUTE RESOLUTION [choice of 2 courses, minimum 4 credits]

► Health Care Policy, Organization, and Financing (NUR 648) (3)
► Health Care Law (LAW 376) (2)
► Foundations in Patient Safety (IPE 410) (2)
► Approaches for Improving Collaboration and Resolving Conflicts in Health Care Organizations (NDR 608) (2)
► Bioethics and Nursing (NUR 640) (2)
► Advanced Problems in Mediation: Complex Conflict NDR 610 (2)
► Elder Law (Law 350) (3)
► Law and Health Systems (HAP 515) (3)
► Advanced Clinical Ethics (OTD 562) (3)
► Health Care Policy (OTD 517) (3)

► Engaging in Bioethical Conflict NDR 700 (2)

► The Application of Coaching within Conflict Resolution NDR 652 (2)

► Key Principles of Appreciative Inquiry (AI) Appreciative Inquiry NDR 650 (2)

► Human Rights, Poverty, Medicine, and Health: An International Perspective (NDR 694) (2)

CONCENTRATION IN INTERNATIONAL NEGOTIATIONS AND CONFLICT RESOLUTION [choice of 2 courses, minimum 4 credits]

► Seminar on Ethnicity, Nationalism, and Conflict (INR 683) (3)

► Seminar in International Conflict (INR 709) (3)

► International Business Operations (MBA/INR 770) (3)

► Ethnic Conflict, Nationalism, and Democracy (MLS 683) (3)

► International Business Transactions (LAW 373) (3)

► International Law (LAW 423) (3)

► Post Civil War Peacebuilding and Reconstruction (NDR 607) (3)

► International Peace and Conflict Resolution (NDR 613) (2)

► Civic Organizing and Democracy (LAW 306) (3)

► Key Principles of Appreciative Inquiry (AI) Appreciative Inquiry (NDR 650) (2)

► Human Rights, Poverty, Medicine, and Health: An International Perspective (NDR 694) (2)

CONCENTRATION IN CONFLICT AND CONFLICT RESOLUTION IN FAMILIES [choice of 2 courses, minimum 4 credits]

► Conflict and Conflict Resolution in Families (NDR 690) (2)

► Marriage and Divorce – LAW 357 (3 credits)
COURSE DESCRIPTION

I. Foundational  [All four courses required, minimum of 9 credits]

► Alternative Dispute Resolution (LAW 310) (2)
Law students and lawyers have traditionally regarded formal court adjudication as the norm in the process of resolving disputes between parties. This course provides an overview of the alternatives to formal court adjudication including negotiation and mediation. The course emphasizes other processes of dispute resolution that are complementary to litigation, primarily the law and procedures relating to arbitration under the Federal Arbitration Act. The course format includes in-class problems and exercises, guest lecturers, and videotapes.

► Dynamics of Conflict Resolution (NDR 600) (3)
This course addresses the nature, meaning and dynamics of conflict and the challenges of communication in interpersonal, inter-group and intra-group settings. Particular attention is paid to the thinking process that drives the practice of successful conflict resolution. The course draws lessons from a variety of disciplines, including psychology, sociology, and communications. Among specific concepts examined are the relationships between power and conflict, and culture and conflict, as well as the sources of conflict and the nature of resolution and what constitutes a genuine resolution of a conflict. Features and tools of effective communication in conflict, including listening and constructive framing and the use of narratives, are considered in some detail.

► Leadership and Organizational Behavior (MBA 771) (3) OR (NDR 692) (2)
This course explores the most important theories and models that explain the influence of leadership on the behaviors and attitudes of individuals, teams, and other groups. The course covers specific leadership skills such as motivating followers, recognizing individual differences, leading groups and teams, exercising power, managing conflict, improving communication, and leading change.

► Leadership: theories, models, behavior (NDR 692) (2)
This course explores the most important theories and models that explain the influence of leadership on the behaviors and attitudes of individuals, teams, and other groups. The course covers specific leadership skills such as theories of power, recognizing individual differences, leading groups and teams, exercising power, managing conflict, improving communication, and leading change.

► Systems and Dispute Systems Design (NDR 604) (2)
This course examines how an understanding of systems—patterns of cause and effect relationships—can help us understand conflict and effective management of conflict. The course explores important characteristics of types of systems, such as emergence and self-organization, and demonstrates how our ability to deal effectively with difficult conflict can be enhanced by our appreciation of these characteristics. It also focuses on the ways that stakeholders can go beyond specific disputes or dispute resolution mechanisms, and instead take a broader look at the full range of organizational conflict to
determine how best to prevent or address the types of conflicts the organization experiences over time. More than looking at a change in procedures, the course examines how an appropriate system builds a web of options and structures enabling problem solving. There is particular emphasis on different organizational contexts (e.g., private sector versus public sector, unionized versus non-unionized, as well as institutions such as universities and hospitals) and comparative approaches.

II. Skills and Processes  [All four courses required, total 8 credits]

► Negotiation (based on LAW 410) (3)
This course introduces the skills of negotiating and offers hands-on experiences in the three common steps of that process (preparation, negotiation, and drafting). Students discover, control, and use personal strengths and weaknesses in confronting and compromising adversary interests. A significant amount of time is spent on negotiating projects. Readings cover legal, psychological, theoretical, and practical aspects of negotiating.

► Negotiation (NDR 603) (3)

► Mediation Process (LAW 404) (3)
This course provides the student with the opportunity to explore the theory, law, and practice of mediation. It examines the role of mediation in resolving a wide variety of disputes such as, healthcare, commercial, family, public, workplace, and international disputes. The course will include the discussion of several mediation models, their underlying theoretical premises, principles and skills, as well as current research involving mediation to provide you with different approaches to mediation. The centerpiece of the course is the training module, focusing upon the mediation process and the role of the mediator. Materials developed by the Training Institute of the Nebraska Office of Dispute Resolution are used in teaching the skills of a mediator. This training takes place over two weekends and attendance is mandatory.

► Facilitation and Group Processes (NDR 611) (2)
Group dynamics and system complexity combine to create challenges for moving groups toward common goals. This course will integrate facilitation practices with theories of group dynamics to provide a framework for engaging small and large groups.

We will discuss key concepts about group dynamics that are important to managing group processes. These include stages of group development, roles people play in groups, models of group leadership and decision making. We will pay particularly close attention to how groups achieve consensus and power of an effective consensus decision making process.

III. Culture and Conflict  [Choice of one course, minimum 2 credits]
► Multiculturalism: Theory and Practice (MLS 666) (3)
In this course we use literature, philosophical works and films to consider the challenge of multiculturalism in contemporary life.

► Imagining the World (MLS 615) (3)
This course explores the human imagination from both the theoretical and practical perspectives. On the one hand, it considers theories of the imagination from a variety of disciplines (theology, philosophy, the arts, psychology). On the other hand, it includes the study and introductory practice of disciplines designed to hone imaginative capability (prayer, meditation, artistic disciplines, reading, physical disciplines). Students and instructor reflect together upon questions that emerge from this study, e.g. the role of imagination in personal and public life, the honing of the imagination as an essential discipline of peacemaking, the imaginary life and pedagogical practice, learning to imagine “correctly” as a dimension of socialization.

► Cultural Issues in Education (EDU 692) (3)
Course emphasizes the global dimensions in education dealing with multi-cultural issues and the role of the teacher. This course meets the Nebraska Department of Education human relations requirement.

► Ethnic Conflict, Nationalism, and Democracy (MLS 683) (3)
Throughout the world, ethnicity and nationalism seem to have become perhaps the paramount political forces. In Africa, in Central Europe, in India, in the former Soviet Union, these forces have brought many people to (or near to) civil war or inter–state war. Simultaneously, the past 20 years have witnessed a vast expansion of democracy. What accounts for these parallel and explosive forces? Are they related? How can they be managed? What might lie ahead? This course explores recent history and major authors on these issues.

► Cross–Cultural Perspectives in Conflict Resolution (NDR 606) (2)
This course takes an interdisciplinary look at issues related to the role of culture in conflict analysis and resolution. The course will provide an overview of relevant theories and research from social psychology, anthropology, sociology, and other disciplines. Topics such as, the meaning of culture and conflict from a cross cultural perspective, ethnocentrism, cross-cultural communication, stereotypes, and cultural differences in attitudes toward racism, sexism, and ethnicity will be discussed. The course also offers a comprehensive view of the culture of warfare, conflict resolution in different cultural contexts, and the relationship between culture and oppression.

► Negotiating at an Uneven Table: The Social and Cultural Context of Conflict and its Management (NDR 609) (3 credits)
Gender, race, and generational cohort are familiar examples of the social and cultural contexts of conflicts that create uneven tables. Why negotiate if I know I am at a disadvantage? What can I do about it? What is the relationship among culture, gender, and conflict? This course explores structured inequity and its impact on conflict.
management, providing theoretical and practical tools for addressing this challenge. It also addresses the role of culture in conflict engagement.

IV. Electives

► Students may also take as an elective any approved area of concentration course or an additional course under the Culture and Conflict category. Other courses may also be included in this section with permission of the program director.

► Arbitration (LAW 315) (2)
This course focuses on the legal and procedural aspects of arbitration agreements and the conduct of arbitration proceedings in the United States. The course provides students with an understanding of the law of arbitration as it relates to drafting enforceable agreements to arbitrate virtually any civil claim that can be heard by a court of law. The course also provides students with an in depth view of the arbitration process itself, including the filing of an arbitration claim; selecting arbitrators; conducting limited discovery; how to conduct the arbitration proceeding itself and the unique challenges associated with the fact legal rules associated with the admission of evidence, hearsay rule, etc. are inapplicable in an arbitration proceeding; and the limited ability to appeal or challenge an arbitrator’s decision. While the course touches upon the law of arbitration as it relates to the unique field of labor arbitration and international arbitration, the focus of the course is on non-labor civil arbitration proceedings before privately selected arbitrators in the United States.

► Stress and Crisis Management (COU 584) (3)
An understanding of the nature and causes of personal stress and crisis situations, methods of intervention and management. Emphasis on practical application through simulation and practicum situations from both a personal and professional perspective.

► Introduction to Counseling (PSY/COU 540) (3)
A survey of the counseling process including the role of the counselor, characteristics of clients, helping and referral skills, and theories of counseling.

► Communication Skills (based on MAM 510) (3)
Study of the importance and use of listening skills, self-expression skills, various personality styles, and conflict management and resolution. There is an emphasis on an understanding of group processes and collaborative skills.

► Dialogue (NDR 602) (2)
“Dialogue, as we are choosing to use the word, is a way of exploring the roots of the many crises that face humanity today. It enables inquiry into, and understanding of, the sorts of processes that fragment and interfere with real communication between individuals, nations and even different parts of the same organization”. Bohm, Factor and Garrett, 1991
Dialogue is an important process for bringing people together to discover what matters most, to think together toward the future and to surface hidden assumptions that may be driving existing practices or behaviors. This course will look at the dialogue process as a means for building trust, surfacing deeply held beliefs, connecting diverse perspectives, and moving groups toward the future. Several models of dialogue will be demonstrated. The course will focus on how to structure dialogue, the role of the dialogue facilitator, when dialogue may be useful, how dialogue can be integrated with other conflict resolution processes, and examples of how dialogue has been used in organizations to address barriers to collaboration.

► Directed Independent Study (NDR 613) (1-3)
Students may arrange with an instructor to engage in a series of readings related to a specific topic, or conduct research in an area approved by the department and under the direction of a faculty member. Students need to get authorization from the Department.

► Advanced Problems in Mediation: Complex Conflict NDR 610 (2)
Resolving complex conflict constructively presents many challenges. This course provides a theoretical and practical framework for analyzing the dynamics and consequences of conflict, with a focus on disputes involving large organizations and/or multi-party litigation. An in-depth examination of important issues in mediation practice such as multi-party mediation, mediating with expert witnesses and attorneys, and preparatory steps needed in complex mediations will be discussed. A variety of intervention tools and approaches to inter-group dynamics will also be discussed. This is a highly interactive course. This course may fulfill the part of the requirements under the Concentration in Heath Care, Organizational/Transactional, or as an elective. Prerequisites: Alternative Dispute Resolution LAW 310 OR Mediation Seminar LAW 404 OR Negotiation LAW 410 OR successful completion of a 30-40 hour basic mediation workshop.

► Beyond Neutrality: New Directions for Conflict Professionals NDR 612 (2)
The conflict resolution field is evolving and confronting an increasing need for non-traditional services from conflict professionals. We will consider three major roles of conflict professionals— as allies, third parties, and systems managers and we will look how they can help people deal with intractable and long term conflicts.

V. CONCENTRATION IN SELECTED SUBSTANTIVE AREAS [minimum 7 credits]

Capstone: In addition to the courses outlined above, the student will choose one substantive area in which to concentrate and must take two courses in the selected area. In consultation with the program advisor, the student must also pursue 3 credits of experiential independent work involving conflict resolution in the substantive area, consisting of either an approved externship/field experience with a final paper, or an extensive thesis project involving research, under the guidance of a faculty mentor.
Between the 3 credits of independent work and other concentration course requirements, the student will be required to take a **minimum of 7 credits** in the substantive area.

► **Practicum (NDR 614) (3)** - The course is designed to enhance the development of conflict resolution skills and practices. Students will have an opportunity to apply theory to practice.

► **Thesis Project (NDR 616) (3)** – The Master's Thesis can be structured as an extended literature review of an approved subject, independent research, or a combination thereof. The thesis must be under the direction of a faculty member and defended as partial fulfillment of requirements for the Master’s Degree. For a literature review, the student should obtain an idea of the quantity of information available (breadth of topic), and any previous review of the subject. If independent research such as interviews, observations, or textual analysis is planned, these plans and the form of analysis should be outlined, developed, and approved before the first semester of thesis work is completed. When applicable, the Institutional Review Board (IRB) must approve all research projects before they begin. Students **must** get authorization from the Department prior to registering for this course.

**CONCENTRATION IN ORGANIZATIONAL/TRANSACTIONAL NEGOTIATION AND DISPUTE RESOLUTION [Choice of 2 courses, minimum 4 credits]**

► **Business, Ethic, and Society (MBA 776) (3)**

This course explores the theoretical frameworks and practical approaches that business leaders can take for addressing micro, meso, and macro level ethical and social issues related to business. Specific issues covered can vary, though some global business ethics issues are always explored. Special emphasis is given throughout the course to ways that business people can be both virtuous and financially successful, and businesses can be both profitable and a positive force for economic and social justice.

► **Personnel/Human Resources Management (MGT 351) (3)** [when offered as MBA 779, Seminar in Management]

Exploration and analysis of selected problems and issues in today’s business environment. Course content changes each semester as current and sometimes controversial issues within are discussed.

► **Managerial Economics (MBA 741) (3)**

Analysis of economic information and techniques necessary and useful in business decision-making, including adaptations of economic concepts, principles, and research methods to the requirements of business managers.

► **Advanced Problems in Mediation: Complex Conflict NDR 610 (2)** – See description under electives.
 ► Labor Law (LAW 381) (3)
This course is confined to the legal problems arising out of employer-union-employee relations. Obligations imposed upon employers by the labor relations statutes; privileges and duties of labor organizations engaged in collective action; unfair labor practices; procedural and jurisdictional problems arising under labor relations legislation; and collective bargaining issues are covered. [Students should note that each of these courses may be offered only every other year, so a student who wants to take on of the courses should take it at the first offering.]

► Civic Organizing and Democracy (LAW 306) (3)
This seminar explores the nature and interaction of civic organizing, civic social systems, and formal structures of democracy—generally and in specific arenas such as government, business, and international democracy-building. An individualized practice component to the course gives students hands-on experience with civic organizing and related skills.

► The Application of Coaching within Conflict Resolution NDR 652 (2)
Coaching focuses on empowering people to discover their own answers, to articulate clear visions, and pursue their goals with clarity and focus. Building on our inherent strengths a coach can empower people toward positive change. This course will provide a preliminary understanding of key coaching principles and their role in conflict resolution. We will follow the standards of International Coach Federation. We will also explore specific principles of coaching within various models Appreciative Inquiry, Positive Psychology, and Wellness.

► Key Principles of Appreciative Inquiry (AI) Appreciative Inquiry NDR 650 (2)
AI involves, in a central way, the art and practice of asking questions that strengthen a system’s capacity to apprehend, anticipate, and heighten positive potential. This course will teach students how to prepare and facilitate an Appreciative Inquiry process. This course will explore two key elements of Appreciative Inquiry: 1) the five principles of AI (Constructionist, Poetic, Simultaneity, Anticipatory, and Positive) and 2) the 5 – D Cycle of AI (Define, Discovery, Dream, Design, and Destiny). Together we will see how these models can be applied to organizations and to individuals to foster innovation and creativity in resolving conflict.

► Dialogue and the Self: a seminar on relational conflict engagement (NDR 605) (2)
This seminar will explore the notion of dialogue as a relational practice on both analytical and experiential levels. On the analytical level, it will present some of the latest theories in the field of ADR and the relational alternatives they present to the Interest Based models; it will make the connection to relational theories in other disciplines, such as philosophy, psychology and political science. On the experiential level, the seminar will invite students to explore their own realization of dialogue through various dialogic exercises and contemplative practices, and will help them cultivate relational awareness and dialogic skills for implementation in their professional and personal lives.
Principles of Organizational Consulting for Conflict Resolution Professionals
NDR 653 (2)
This course is designed to provide students with the foundational principles of transferring specialized knowledge, through internal or external consulting. Students will develop an understanding of the concepts and principles of effective consulting, the basic phases of the consulting relationship and the practical application to work as a consultant. This knowledge will allow the student to either make use of their specialized knowledge in pursuing a consulting career, or in dealing with organizational consultants.

CONCENTRATION IN HEALTH CARE COLLABORATION AND DISPUTE RESOLUTION [choice of 2 courses, minimum 4 credits]

Health Care Policy, Organization, and Financing (NUR 648) (3)
Designed to assist the beginning graduate student to acquire a theoretical foundation about health care organizations and their environments and health policy which can be used to facilitate the delivery of client care and transition to advanced practice roles. Students learn quality improvement principles and management concepts integral to care delivery decision-making processes.

Health Care Law (LAW 376) (2)
This course examines a variety of legal problems associated with modern American health care. Topics include access to care (patients rights, health insurance portability, etc.), health care fraud, managed care (HMOs, financial incentives, utilization review, etc.) and antitrust (price fixing, staff privileges, networks, etc.).

Approaches for Improving Collaboration and Resolving Conflicts in Health Care Organizations (NDR 608) (2)
Conflicts in health care occur on a daily basis, many of which involve poor clinical outcomes that may result in lawsuits, licensure disputes, credentialing and employment claims, and more simply, a general breakdown in trust of the healthcare system as a whole. There is a growing need for new approaches that address system complexity, consumer needs, clinician autonomy, and quality of care. Current conflict resolution models are ineffective and traditional organizational management approaches are insufficient. Through discussion, case study, simulation, improvisation and facilitated dialogue, participants have the opportunity to integrate theories of chaos and complexity science with techniques for improving communication, collaboration, and interprofessional teamwork within the context of actual healthcare scenarios. With a focus on practical application of process tools and systems design strategies, participants learn effective techniques that can be integrated into daily clinical practice and expand options for managing legal and ethical issues that arise within healthcare organizations.

Bioethics and Nursing (NUR 640) (2)
Understand values, beliefs, and traditions and their impact on ethical decision making. Provides an opportunity to examine personal values and beliefs, professional codes of ethics, and bioethical theory in order to facilitate the ethical decision making process.
Communicating the results of the bioethical decision making as it applies to health care dilemmas or problems is posited as an essential task of the endeavor.

► **Advanced Problems in Mediation: Complex Conflict NDR 610 (2)** – See description under electives.

► **Health Care Law (LAW 376) (2)**
This course examines a variety of legal problems associated with modern American health care. Topics include access to care (patients rights, health insurance portability, etc.), health care fraud, managed care (HMOs, financial incentives, utilization review, etc.) and antitrust (price fixing, staff privileges, networks, etc.).

► **Elder Law (Law 350) (3)**
There are more Americans over the age of 65, whether measured by the total number or by the percentage of the population, than in any time in our history. While everyone talks about what are the problems and issues we face as a society with a population that is aging, many of those over 65 are living a rich, full life while others at that age are living lives of poverty, hunger and isolation. One of the results of this growing group is a new specialization in law, elder law. As part of this class we will study the issues such as age discrimination, legal assistance to the elderly, health care and long term care, housing and income maintenance, guardianships, and decisions about quality of life. One focus will be on ethical issues with respect to clients who are elderly, and we will also discuss crimes against the elderly and how we as a society can respond to this growing and troubling trend. Either a final paper or a final exam

► **Law and Health Systems (HAP 515) (3)**
Legal aspects of health care in the administration of health organizations. Among topics considered are legal liability and standards of care, malpractice, regulation of health care professions, informed consent, policies regarding medical records and legal responsibilities for personnel.

► **Advanced Clinical Ethics (OTD 562) (3)**
This course involves the study of health care/disability policies and their effects on occupational therapy practice. This course includes the examination of government and regulatory systems, professional societies, economic, political, and professional forces, and cultural and social values which influence the development of health care policy and contemporary practice. Students examine and apply advocacy skills.

► **Health Care Policy (OTD 517) (3)**
This course involves the study of health care/disability policies and their effects on occupational therapy practice. This course includes the examination of government and regulatory systems, professional societies, economic, political, and professional forces, and cultural and social values which influence the development of health care policy and contemporary practice. Students examine and apply advocacy skills.

► **Engaging in Bioethical Conflict NDR 700 (2)**
This course will introduce students to strategies for engaging in emerging bioethical issues that lead to conflict among families, health care providers and organizational leaders. Included is an overview of the bioethics consultation process, the role of bioethics mediators, and culturally appropriate approaches for addressing end-of-life disputes.

► **The Application of Coaching within Conflict Resolution NDR 652 (2)**
Coaching focuses on empowering people to discover their own answers, to articulate clear visions, and pursue their goals with clarity and focus. Building on our inherent strengths a coach can empower people toward positive change. This course will provide a preliminary understanding of key coaching principles and their role in conflict resolution. We will follow the standards of International Coach Federation. We will also explore specific principles of coaching within various models Appreciative Inquiry, Positive Psychology, and Wellness.

► **Key Principles of Appreciative Inquiry (AI) Appreciative Inquiry NDR 650 (2)**
AI involves, in a central way, the art and practice of asking questions that strengthen a system’s capacity to apprehend, anticipate, and heighten positive potential. This course will teach students how to prepare and facilitate an Appreciative Inquiry process. This course will explore two key elements of Appreciative Inquiry: 1) the five principles of AI (Constructionist, Poetic, Simultaneity, Anticipatory, and Positive) and 2) the 5 – D Cycle of AI (Define, Discovery, Dream, Design, and Destiny). Together we will see how these models can be applied to organizations and to individuals to foster innovation and creativity in resolving conflict.

► **Human Rights, Poverty, Medicine, and Health: An International Perspective (NDR 694) (2)**
This course introduces students to concepts addressing human rights and its theory and practice. The main focus will be the relationship between health and human rights. Students will explore human rights issues at the domestic and international level. Topics such as, health impacts resulting from violations of human rights; bioethics and human rights; the role of health professionals in torture, mind control, human radiation; poverty, medicine and health; and cultural perspectives of human rights will be discussed. This course will stimulate new thinking on this subject and provide students with a theoretical basis for a more in-depth understanding of the topics discussed and how it is related to conflict engagement.

**CONCENTRATION IN INTERNATIONAL NEGOTIATIONS AND CONFLICT RESOLUTION** [choice of 2 courses, minimum 4 credits]

► **Seminar on Ethnicity, Nationalism, and Conflict (INR 683) (3)**
The seminar considers the nature, sources, interrelationships and possible future course of the revolution that has transformed political and social patterns in many of the world’s states. Various understandings and theories of ethnic (communal) conflict and violence; the nature and causes of intense nationalism, to include trans-border irredentism
movements; and the nature, underpinnings, and consequences of democratization will be considered.

► Seminar in International Conflict (INR 709) (3)
This seminar asks why and in what forms human societies have engaged in organized violence. It compares and evaluates conflict in political settings, from the level of the family through the global system; surveys theories that emphasize differences among political cultures; and analyzes the importance of political roles as well as how social-economic-political surroundings impel and restrain actors’ use of violence. Students survey current literature, add literature reviews, and present their independent research findings.

► International Business Operations (MBA/INR 770) (3)
Understanding the development of the international business world and the international business environment. Management of business operations across national boundaries and control of the international flow of money, personnel, information, goods, and services.

► Ethnic Conflict, Nationalism, and Democracy (MLS 683) (3)
Throughout the world, ethnicity and nationalism seem to have become perhaps the paramount political forces. In Africa, in Central Europe, in India, in the former Soviet Union, these forces have brought many people to (or near to) civil war or inter-state war. Simultaneously, the past 20 years have witnessed a vast expansion of democracy. What accounts for these parallel and explosive forces? Are they related? How can they be managed? What might lie ahead? This course explores recent history and major authors on these issues.

► International Business Transactions (LAW 373) (3)
This course explores the problems faced by American lawyers counseling clients who buy, sell, invest, or otherwise do business abroad. Topics covered are the international sales of goods, including contract negotiation, terms of sale, risk of loss, force majeure, governing law and payment (letters of credit); foreign sales through brokers and distributors; U.S. laws affecting international trade, such as customs classifications/duties, the Foreign Corrupt Practices Act, anti-boycott laws and foreign trade restrictions; international investment through foreign subsidiaries and joint ventures; and dispute resolution, including arbitration alternatives and the enforcement of foreign judgments.

► International Law (LAW 423) (3)
This course lays out the basic principles of international law as it exists among states. The concepts of state sovereignty over people and territory are explored in the context of the states ability to exercise its jurisdiction. Binding legal obligations between states in the form of treaties, executive agreements and the emergence of custom are considered in depth as are enforcement strategies in the form of international litigation before arbitration panels, claims tribunals, and the International Court of Justice. Students also analyze and critique current legal practice within the United Nations framework.
Post Civil War Peacebuilding and Reconstruction (NDR 607) (3)
This course examines the various complexities of violent civil conflict and the nature of the peacebuilding process in terminating civil wars. The course will explore what are the causes of civil wars, the processes of such conflict, different peacebuilding theories, and how to reconstruct a more stable society after the war ends. Case studies from different international settings will be discussed and analyzed. The class will combine lecture, presentations, and analysis of civil war movies from different parts of the world.

Civic Organizing and Democracy (LAW 306) (3)
This seminar explores the nature and interaction of civic organizing, civic social systems, and formal structures of democracy—generally and in specific arenas such as government, business, and international democracy-building. An individualized practice component to the course gives students hands-on experience with civic organizing and related skills.

International Peace and Conflict Resolution (NDR 613) (2)
This seminar employs an interdisciplinary perspective to examine the causes of conflict and the ways to manage, resolve and transform it at all levels. It draws from the international relations and social science disciplines to review conflict resolution interventions and to provide an in-depth understanding of peacemaking and peacebuilding strategies.

Key Principles of Appreciative Inquiry (AI) Appreciative Inquiry NDR 650 (2)
AI involves, in a central way, the art and practice of asking questions that strengthen a system’s capacity to apprehend, anticipate, and heighten positive potential. This course will teach students how to prepare and facilitate an Appreciative Inquiry process. This course will explore two key elements of Appreciative Inquiry: 1) the five principles of AI (Constructionist, Poetic, Simultaneity, Anticipatory, and Positive) and 2) the 5 – D Cycle of AI (Define, Discovery, Dream, Design, and Destiny). Together we will see how these models can be applied to organizations and to individuals to foster innovation and creativity in resolving conflict.

Human Rights, Poverty, Medicine, and Health: An International Perspective (NDR 694) (2)
This course introduces students to concepts addressing human rights and its theory and practice. The main focus will be the relationship between health and human rights. Students will explore human rights issues at the domestic and international level. Topics such as, health impacts resulting from violations of human rights; bioethics and human rights; the role of health professionals in torture, mind control, human radiation; poverty, medicine and health; and cultural perspectives of human rights will be discussed. This course will stimulate new thinking on this subject and provide students with a theoretical basis for a more in-depth understanding of the topics discussed and how it is related to conflict engagement.
CONCENTRATION IN CONFLICT AND CONFLICT RESOLUTION IN FAMILIES [choice of 2 courses, minimum 4 credits]

Conflict and Conflict Resolution in Families (NDR 690) (2)
This course addresses the dynamics of family conflict and interventions in family conflict. We will discuss conflict around divorce, parent-adolescent issues, care of the elderly, child welfare, adoption, and family violence. We will consider a variety of responses to these conflicts including mediation, family group conferencing, divorce coaches, and arbitration.

► Marriage and Divorce – LAW 357 (3 credits)
Marriage and Divorce (3) is the foundation-level family law course. It explores the laws restricting individuals’ rights to marry and divorce and retain custody of children; laws concerning spousal and child support; and laws governing the division of property upon dissolution of relationships, adoption, and co-habitation. The course also covers ethical issues of family law practice, procedural problems, jurisdiction, evidentiary questions, and federal taxation of wealth transfers upon marital dissolution.