Course Description: Dissatisfaction with the expense, complexity and delays of litigation has generated alternative ways of resolving disputes. This course reviews the literature and principles of alternative dispute resolution (ADR). Different methods of alternative dispute resolution are studied and analyzed: negotiation; mediation; and consensus building. Students will also develop their dispute resolution abilities through practical skill-building exercises.

The focus of the course is on resolving public disputes, but those interested in resolving individual and group conflicts will also find the material relevant.

Course Format and Grading: This class will be taught using a combination of lecture/seminar/workshop formats. The instructor will lecture on each topic which will be followed by a seminar discussion of the readings and in-class training activities.

There will be three essay assignments (3-5 pages) and three take-home exams required in this course. In addition, class participation will be a factor in determining the final course grade. More will be said about these essay assignments and take-home exams in class. Below is a list of the dates they are due and their relative weights toward the course grade.
Assignment | Date Due | Weight
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Essay #1 | Tuesday, May 24 | 20%
Take-home Exam #1 | Tuesday, May 31 | 10%
Essay #2 | Tuesday, June 7 | 20%
Take-home Exam #2 | Thursday, June 9 | 10%
Essay #3 | Tuesday, June 14 | 20%
Take home Exam #3 | Monday, June 20 | 10%
Class Participation | | 10%

**Required Texts:** (listed in order of use)
Mary Greenwood, *How to Mediate Like a Pro: 42 Rules for Mediating Disputes*, (Lincoln, NE: iUniverse, 2008)
Reading Assignments and Course Outline:

Week 1

*Topic: The Nature of Conflict*

Tuesday, May 17

**PART I: NEGOTIATION**

Thursday, May 19

*Topic: Negotiation Basics*

*Read:* Roger Fisher and William Ury, *Getting to Yes*

Week 2

*Topic: The Dynamics of Negotiation*

Tuesday, May 24

*Read:* Max Bazerman and Deepak Malhotra, *Negotiation*  
**Essay #1 Due**

*Genius* –

Part I: The Negotiator’s Toolkit  
Part II: The Psychology of Negotiation

Thursday, May 26

*Topic: Becoming an Effective Negotiator*

*Read:* Max Bazerman and Deepak Malhotra, *Negotiation*  
*Genius* –

Part III: Negotiating in the Real World
PART II: MEDIATION

Week 3  
**Topic: Understanding Public Disputes and Mediation**

Tuesday, May 31  
*Read: Allan H. Goodman, Basic Skills for the New Mediator*

**Take-home Exam #1 Due**

Thursday, June 2  
*Read: Mary Greenwood, How to Mediate Like a Pro: 42 Rules for Mediating Disputes*

Week 4  
**Topic: Designing a Mediation Strategy**

Tuesday, June 7  
**Essay #2 Due**

PART III: CONSENSUS BUILDING

Thursday, June 9  
*Topic: Breaking Robert Rules*

*Read: Lawrence E. Susskind and Jeffrey L. Cruikshank, Breaking Robert’s Rules: The New Way to Run Your Meeting,*

**Take-home Exam #2 Due**

*Build Consensus, and Get Results:

  Part 1: Overcoming the Tyranny of the Majority and Other Problems Associated with Robert’s Rules of Order*
Week 5  

**Topic: The Consensus Building Approach**

Tuesday, June 14  
*Essay #3 Due*  
*Build Consensus, and Get Results:*  
Part 2: The Five Essential Steps in the Consensus Building Approach (CBA)

Thursday, June 16  
*Topic: The Consensus-Oriented Decision-Making Model*  
*Read:* Tim Hartnett, *Consensus-Oriented Decision-Making: The CODM Model for Facilitating Groups to Widespread Agreement*  

Week 6  

**NO CLASS**

Monday, June 20  
*Take-home Exam #3 Due*  
Email the take-home exam to professor