



Negotiation and Conflict Resolution

BSAD415

Southwestern College Professional Studies

COURSE SYLLABUS

I. Course Catalog Description

Effective interpersonal skills are essential for professionals as they communicate, collaborate, and negotiate with other individuals and groups within and outside an organization. Successful learners develop the professional interpersonal, facilitation, negotiation, conflict management, and dispute resolution skills necessary for success in today's complex business environments. This complexity includes elements such as the social, cultural, and economic diversity of the workforce in domestic and global environments. Learners apply these skills in a series of scenarios including those related to personnel, team, contractual, procedural, change, and other stakeholder concerns. *Prerequisite: COM 125.*

II. Required and Supplementary Instructional Materials

Lewicki, R. J., Saunders, D. M., & Barry, B. (2015). *Negotiation* (7th ed.). New York, NY: McGraw-Hill Higher Education.

Lewicki, R. J., Barry, B., & Saunders, D. M. (2015). *Negotiation: Readings, exercises, and cases* (7th ed.). New York, NY: McGraw-Hill Higher Education.

III. Course Delivery

There are two forms of course delivery Ground and Online:

Ground courses, or those that meet face-to-face on a weekly basis, also have an online component, which means some of the course content is delivered online. Southwestern College utilizes the Blackboard (Bb) learning management system.

Online courses typically contain a blend of synchronous (real-time) and asynchronous (not real-time) material. Depending on the course, you may be required at times to interact "live," which might mean attending a scheduled Collaborate session. You may also be required to view or listen to a lecture or other video on a specific date and time. Of course, if there are circumstances that prohibit you from logging in to a scheduled synchronous activity, an alternate assignment will be provided. Please refer to the [Course at a Glance](#) section which will note any synchronous activities.

IV. Learning Outcomes

Learning outcomes describe the knowledge, skills, values, and attitudes that learners gain as the result of a particular learning experience. Southwestern College Professional Studies has learning outcomes specific to each program of study that are in line with the institutional outcomes of critical thinking, ethical reasoning, leadership, communication, and career preparation. Course outcomes support program outcomes and are listed below.

Upon successfully completing this course, the learner will be able to:

1. Describe negotiation and conflict resolution theories, concepts, methods, and practices.
2. Explain the importance of professional relationship management practices and interpersonal skills to successful negotiations, conflict management, and conflict resolution.
3. Assess the socio-cultural, political, economic, interpersonal, positional, and other factors that influence negotiations and contribute to conflict in various scenarios within domestic and global contexts.
4. Evaluate different negotiation and conflict resolution strategies and methods, given various scenarios within domestic and global contexts.

5. Develop a negotiation or conflict resolution strategy and plan for its execution, given a scenario relevant to the field. Employ negotiation and conflict resolution strategies.
6. Apply legal, ethical, and socially responsible practices to negotiation, conflict management, and conflict resolution strategies and practice.

At the end of the course, learners may vary in their ability to achieve these outcomes. You are more likely to achieve these outcomes only if you attend class and/or online activities as required by the syllabus, complete the requirements for all assignments to the best of your ability, participate actively in class activities and group work as directed, and study diligently for exams.

V. Expectations

Learners can expect the instructor to:

- Respond to e-mail and phone contact attempts promptly (if you do not receive a response after 48 hours please follow-up as a technology glitch may have occurred)
- Substantially participate in weekly discussions/lecture
- Employ impartial and consistent grading practices
- Provide assignment grades and feedback in one week or less

Instructors can expect the learner to:

- Review the syllabus in its entirety requesting clarification prior to beginning week 1 coursework
- Obtain access to the required course materials prior to the class start date or notify the instructor of any delay no later than Tuesday of week 1 of the course
- Submit course assignment questions with enough notice to receive and incorporate feedback prior to the assignment due date (see [course late policy](#))
- Possess basic skills in Microsoft Office, and have the ability to access Blackboard
- Include the [course ID](#) (Ex: CORE101) on all e-mail correspondence
- Check Blackboard course announcements often during the course
- Communicate with instructors and classmates in a professional and respectful manner
- Substantially participate in weekly discussion/lecture (it is strongly suggested that Bb posts be prepared in a word processing software application then checked for grammar errors prior to submission)
- Submit assignments via the appropriate avenue (e.g. discussion board, Bb assignment link, etc.)
- Adhere to the Southwestern College [Student Code of Conduct](#) and [Standards of Academic Integrity](#)
- Create and submit original work

VI. Grading Scale and Criteria

<u>Grade</u>	<u>Quality Points</u>	<u>Course Scale</u>
A+	4.00	100%
A	4.00	94.0-99.9%
A-	3.67	90.0-93.9%
B+	3.33	87.0-89.9%
B	3.00	84.0-86.9%
B-	2.67	80.0-83.9%
C+	2.33	77.0-79.9%
C	2.00	74.0-76.9%
C-	1.67	70.0-73.9%
D+	1.33	67.0-69.9%
D	1.00	64.0-66.9%
D-	0.67	60.0-63.9%
F	0.00	< 60.0%

<u>Grade:</u>	<u>Criteria and Guidelines:</u>
A+	The grade of A+ is reserved for a perfect score (100%) of all work in a course.
A	Superior work: Superior performance that far exceeds the minimum expectations and demonstrates an excellent understanding of the concepts addressed in the course.
B	Above average work: Good performance that exceeds the minimum expectations and demonstrates a higher than average understanding of the concepts addressed in the course.
C	Average Work: Adequate performance that meets the minimal expectations and demonstrates a basic understanding of the concepts addressed in the course.
D	Minimally acceptable work for receiving credit: Below average performance that does not meet the minimum expectations and/or does not demonstrate a basic understanding of the concepts addressed in the course.
F	Failure: Unacceptable performance. No credit will be awarded, but the grade will be included in GPA calculations.
WF	Withdraw/Fail: A final grade of WF will be recorded for learners who either never access/attend or submit any assignments for courses.
WD, AW, I, S, W, WM	Please refer to the Grading System section of the appropriate catalog.

VII. College Policies

Students are expected to read and abide by the college policies as listed in the appropriate catalog:

- [Undergraduate Catalog](#): For learners who do not possess a bachelor's degree, are pursuing an additional bachelor's degree or for graduate learners who are enrolled in 100-400 level courses.
- [Graduate Catalog](#): For learners who have earned a bachelor's degree and are pursuing a master's degree or graduate level certificate or learners who are enrolled in 500+ level courses.

[Non-Discrimination Policy](#)

[Student Code of Conduct](#)

[Academic Integrity Policy](#)

[Policies for Dealing with Violations of Academic Integrity](#)

[Incomplete Policy](#)

[Withdraw Policy](#)

VIII. Course Policies

Students are expected to read and abide by the course policies found in the instructor-specific syllabus located in the Blackboard course.

IX. [Technology Requirements](#)

X. Citation

Check the Academic Resources link in the course menu of your Blackboard course to find the specific requirements and resources for formatting manuscripts and documenting various kinds of sources when submitting written work.

XI. SafeAssign®

This instructor may use SafeAssign®, which is a system that allows for checking the originality of writing and proper citing. Your assignments may be run through this software.

XII. Course Requirements:

Requirements	Number of Assignments	Points Possible	Percent of Grade
Discussions	6	300	30%
Case Studies	3	225	22.5%
Mastery Negotiation 1	1	100	10%
Mastery Negotiation 2	1	150	15%
Mastery Negotiation 3	1	225	22.5%
Total Points		1000	100%

XIII. Course at a Glance:

Unit	Reading & Preparation Activities	Graded Work Due
1	<ul style="list-style-type: none"> • Read Negotiation (7e), Chapters 1-4 • Read Unit 1 and 2 Mastery Negotiation 1 Instructions • Attend Unit 1 Collaboration Session • Participate in the Introductions Discussion forum • Recommended readings in Reader to aid in Master Negotiation 1 exercise and Case Study <ul style="list-style-type: none"> ○ 1.1 Three Approaches to Resolving Disputes ○ 1.2 Selecting a Strategy ○ 1.3 Balancing Act ○ 1.4 The Negotiation Checklist ○ 1.8 Implementing a Collaborative Strategy Attend 	<ul style="list-style-type: none"> • Unit 1 Discussion • Unit 1 and 2 Master Negotiation 1 – Exercise (No Submission Due - Analysis Due in Unit 2) Unit 1 Case Study
2	<ul style="list-style-type: none"> • Read Negotiation (7e), Chapters 5-6 • Read Unit 1 and 2 Mastery Negotiation 1 Instructions • Attend Unit 2 Collaboration Session 	<ul style="list-style-type: none"> • Unit 2 Discussion • Unit 1 and 2 Master Negotiation 1 – Analysis
3	<ul style="list-style-type: none"> • Read Negotiation (7e), Chapters 7-9 • Read Petrochemical Supply Contracts: A Technical Note for Case Study • Read Unit 3 Case Study Instructions • Attend Unit 3 Collaboration Session • Recommended readings in Reader to aid in Case Study <ul style="list-style-type: none"> ○ 1.4 The Negotiation Checklist, ○ 1.5 Effective Negotiating Techniques, ○ 1.6 Closing your Business Negotiations. ○ 2.1 Negotiating Rationally, ○ 2.2. Managers and their Not So Rational Decisions ○ 2.6 Staying With No • Recommended readings in Textbook to aid in Case Study - Chapters 2 and 4 	<ul style="list-style-type: none"> • Unit 3 Discussion • Unit 3 Case Study

Unit	Reading & Preparation Activities	Graded Work Due
4	<ul style="list-style-type: none"> • Read Negotiation (7e), Chapters 10-15, and 19 • Attend Unit 4 Collaboration Session • Recommended readings in Reader to aid in Mastery Negotiation 2 exercise and Case Study <ul style="list-style-type: none"> ○ 1.1 Three Approaches to Resolving Disputes: Interests, Rights and Power, ○ 1.11 Negotiating with Liars ○ 1.12 Negotiation Ethics ○ 1.13 Three Schools of Bargaining Ethics ○ 1.2 Selecting a Strategy, ○ 1.5 Effective Negotiation Techniques ○ 1.8 Implementing a Collaborative Strategy, ○ 1.9 Solve Joint Problems to Create and Claim Value, ○ 3.4 The Fine Art of Making Concessions ○ 3.7 The Tension Between Principals and Agents, ○ 3.8 When a Contract isn't Enough, ○ 6.3 Extreme Negotiations, ○ 6.7 When and How to Use Third Party Help • Recommended readings in Textbook to aid in Mastery Negotiation 2 exercise and Case Study - Chapters 1, 2, 3, 5, and 19 in Textbook 	<ul style="list-style-type: none"> • Unit 4 Discussion • Unit 4 and 5 Master Negotiation 2 Exercise (No Submission Due - Analysis Due in Unit 5) • Unit 4 Case Study
5	<ul style="list-style-type: none"> • Read Negotiation (7e), Chapters 16 • Attend Unit 5 Collaboration Session • Recommended readings in Reader to aid in Mastery Negotiation 3 exercise <ul style="list-style-type: none"> ○ 2.3 Untapped Power ○ 2.8 Where Does Power Come From? ○ 2.9 Harnessing the Power of Persuasion ○ 2.10 The Six Channels of Persuasion ○ 3.5 The High Cost of Low Trust -2- ○ 3.7 The Tensions between Principals and Agents ○ 3.10 Can't Beat Them? The Join a Coalition ○ 3.11 Building and Maintaining Coalitions and Allegiances • Recommended readings in Textbook to aid in Mastery Negotiation 2 exercise - Chapters 7, 8, 9, 11, and 12 	<ul style="list-style-type: none"> • Unit 5 Discussion • Unit 4 and 5 Master Negotiation 2 – Analysis • Unit 5 and 6 Master Negotiation 3 Exercise (No Submission Due - Analysis Due in Unit 6)
6	<ul style="list-style-type: none"> • Read Negotiation (7e), Chapter 17-20 • Attend Unit 6 Collaboration Session 	<ul style="list-style-type: none"> • Unit 6 Discussion • Unit 5 and 6 Master Negotiation 3 – Analysis

XIV. College Resources
[Advising](#)
[Self-Service](#)
[Withdraw Form](#)

[Blackboard Learn](#)

[SCPS Bookstore](#)

[Deets Library](#)

[Online Writing Center](#): View this brief [video tutorial](#) that explains how to enroll in Blackboard

IT Support: Marilyn.clements@sckans.edu or 888-684-5335 x.121

XV. ADA Compliance Statement

Students in this course who have a disability preventing them from fully demonstrating their academic abilities should contact Steve Kramer, Disability Services Coordinator. This will begin the disability verification process and allow discussion of accommodations. He can be reached at (620) 229-6307 or (toll free) at 1-800-846-1543, or by email at steve.kramer@sckans.edu. The web page for Disability Services can be found here: <http://www.sckans.edu/student-services/1st-class/sc-access/>.

XVI. Senior Capstone and Graduate Projects:

The majority of the programs offered by Southwestern College Professional Studies conclude with a Senior Capstone or Graduate Project. During the Capstone or Project course students will be required to retrieve papers, assignments and projects that they created during their entire program of study. For this reason it is imperative that students design a method of storing program course work for use during their final class at Southwestern College Professional Studies.