



Course Syllabus: Mediation and Conflict Resolution
Gordon T. & Ellen West College of Education
Course Number: COUN 5113
Fall 2022 8 weeks

Contact Information

Instructor: Dr. Tiffany A. Stewart, Ph.D., LPC

Office: BH324

Office hours: Tuesday 2-4pm, Wednesday, 11-1pm, Thursdays, 2-3pm

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Instructor Response Policy

The best way to contact me is via email. Please allow 24 hours for response. This excludes weekends and holidays.

Textbook & Instructional Materials

Barsky, A.E. *Conflict Resolution for the Helping Profession. 3rd edition.* Oxford University Press, 2017.

Course Description

An introduction to alternative dispute resolution methods. Skill development in mediating disputes both formally and informally.

CACREP Common Core Area Standards Addressed in this Course:

1. a. history and development of dispute resolution
b. theories and models of dispute cases.
c. principles, methods for case conceptualization and protocols for managing client's movement toward an agreement.
2. i. legislation and government policy relevant to the practice of conflict resolution.
k. professional organizations, preparation standards. And credentials relevant to practice of mediation.
l. legal and ethical considerations applied to mediation.
3. a. intake interview and determination of conflict issues and personalities of parties.
b. techniques and interventions used by mediators.

- c. strategies for interfacing with legal system regarding court referred parties.
- d. strategies to advocate for a group in conflict or two or more groups.

Course Objectives/Learning Outcomes/Course Competencies

- LO 1. Learn terms and approaches for conflict resolution, negotiation, advocacy, and meditation.
- LO 2. Practice skills used for facilitating conflict resolution (CR) between/among parties and receive feedback for improvement.
- LO 3. Determine the variety of settings and methods for utilizing CR methods.
- LO. 4. Practice reflective techniques to prepare for and improve CR interventions.
- LO.5. Establish ability to establish neutrality and different roles during conflict.
- LO 6. Practice communication skills to frame issues in nonthreatening ways.
- LO 7. Demonstrate ability to generate creative solutions to problems.
- LO 8. Calmness during conflict.
- LO 9. Recognize the need for sensitivity to individual and cultural differences.

Student Handbook

Refer to: [Student Handbook-2021-22](#)

Academic Misconduct Policy & Procedures

Academic Dishonesty: Cheating, collusion, and plagiarism (the act of using source material of other persons, either published or unpublished, without following the accepted techniques of crediting, or the submission for credit of work not the individual's to whom credit is given). Additional guidelines on procedures in these matters may be found in the Office of Student Conduct. [Office of Student Conduct](#)

Grading/Assessment

Assignments	Points
Discussion posts (25pts each x 10)	250
Caucus Tapes (50pts each x 3)	150
Paper	100
Total Points	500

Table 2: Total points for final grade.

Grade	Points
A	500-450
B	449 to 400
C	399 to 350
D	349 to 300
F	Less than 300

Discussion Posts

Discussions: The discussions in this course give the student an opportunity to examine certain topics in the course. Discussions do not require on-campus attendance to complete. All discussions will be completed in DISCUSSIONS area in D2L.

The discussions will require some reflection before you respond. Students may offer personal experiences and/or opinions in some instances and facts in others. **The minimum word count must be 200 words** on each discussion. I do expect to see evidence that you have put some thought into these assignments. A quick way to earn a grade of zero is a low word count and also by simply rewording what someone else has written already. Therefore, you must write more than a few sentences.

Submission of all discussions must occur by particular due dates noted in the Proposed Class Schedule of Activities. Non-completion of any or all of the discussion will result in a grade of zero. This is a subjective evaluation made by the professor to determine the quality of the student's work. Simply writing something will not result in receiving full credit. Your professor is the final judge on the grade.

Please use citations in your discussion post when referring to someone else's work to be sure not to plagiarize.

Extra Credit

There is no extra credit available in this course.

Late Work

All papers and assignments must be turned in the day they are due. No exceptions. If you have an emergency please let me know in advance, and/or email me your assignment the same day it is due. Emergency documentation is required for me to consider accepting late weekly assignments. Any late papers will be lowered five (5) points for each day it is late. Please observe that your assignments are worth a considerable amount of points and skipping even one assignment will most likely significantly lower your grade. Please begin planning your semester schedule accordingly. The semester is only 5 weeks long. You must be ready to work, and work hard, to do well in this class.

Make Up Work/Tests

Please speak with instructor.

Important Dates

Last day for term schedule changes: August 22-25, 2022

Deadline to file for graduation: September 26, 2022

Last Day to drop with a grade of "W:" October 24, 2022

Refer to: [Drops, Withdrawals & Void](#)

Desire-to-Learn (D2L)

Extensive use of the MSU D2L program is a part of this course. Each student is expected to be familiar with this program as it provides a primary source of communication regarding assignments, examination materials, and general course information. You can log into [D2L](#) through the MSU Homepage. If you experience difficulties, please contact the technicians listed for the program or contact your instructor.

Attendance

Taking an online class requires you to have access to a computer (with Internet access) to complete and upload your assignments. It is your responsibility to have (or have access to) a working computer in this class. Assignments and tests are due by the due date, and personal computer technical difficulties will not be considered reason for the instructor to allow students extra time to submit assignments, tests, or discussion postings. Computers are available on campus in various areas of the buildings as well as the Academic Success Center. Your computer being down is not an excuse for missing a deadline!! There are many places to access your class. Our online classes can be accessed from any computer in the world, which is connected to the internet. Contact your instructor immediately upon having computer trouble. If you have technical difficulties in the course, there is also a student helpdesk available to you. For help, log into D2L.

Online Computer Requirements

Taking an online class requires you to have access to a computer (with Internet access) to complete and upload your assignments. It is your responsibility to have (or have access to) a working computer in this class. ***Assignments and tests are due by the due date, and personal computer technical difficulties will not be considered reason for the instructor to allow students extra time to submit assignments, tests, or discussion postings.*** Computers are available on campus in various areas of the buildings as well as the Academic Success Center. **Your computer being down is not an excuse for missing a deadline!!** There are many places to access your class! Our online classes can be accessed from any computer in the world that is connected to the internet. Contact your instructor immediately upon having computer trouble. If you have technical difficulties in the course, there is also a student helpdesk available to you. The college cannot work directly on student computers due to both liability and resource limitations however they are able to help you get connected to our online services. For help, log into [D2L](#).

Instructor Class Policies

All papers and assignments must be turned in the day they are due. No exceptions. If you have an emergency please let me know in advance, and/or email me your assignment the same day it is due. Emergency documentation is required for me to consider accepting late weekly assignments. Any late papers will be lowered five (5) points for each day it is late. Please observe that your assignments are worth a considerable amount of points and skipping even one assignment will most likely significantly lower your grade. Please begin planning your semester schedule accordingly. The semester is only 5 weeks long. You must be ready to work, and work hard, to do well in this class.

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Change of Schedule

A student dropping a course (but not withdrawing from the University) within the first 12 class days of a regular semester or the first four class days of a summer semester is eligible for a 100% refund of applicable tuition and fees. Dates are published in the [Schedule of Classes](#) each semester.

Refund and Repayment Policy

A student who withdraws or is administratively withdrawn from Midwestern State University (MSU) may be eligible to receive a refund for all or a portion of the tuition, fees and room/board charges that were paid to MSU for the semester. HOWEVER, if the student received financial aid (federal/state/institutional grants, loans and/or scholarships), all or a portion of the refund may be returned to the financial aid programs. As described below, two formulas (federal and state) exists in determining the amount of the refund. (Examples of each refund calculation will be made available upon request).

Services for Students with Disabilities

In accordance with Section 504 of the Federal Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, Midwestern State University endeavors to make reasonable accommodations to ensure equal opportunity for qualified persons with disabilities to participate in all educational, social, and recreational programs and activities. After notification of acceptance, students requiring accommodations should make application for such assistance through Disability Support Services, located in the Clark Student Center, Room 168, (940) 397-4140. Current documentation of a disability will be required in order to provide appropriate services, and each request will be individually reviewed. For more details, please go to [Disability Support Services](#).

College Policies

Campus Carry Rules/Policies

Refer to: [Campus Carry Rules and Policies](#)

Smoking/Tobacco Policy

College policy strictly prohibits the use of tobacco products in any building owned or operated by MSU TEXAS. Adult students may smoke only in the outside designated-smoking areas at each location.

Alcohol and Drug Policy

To comply with the Drug Free Schools and Communities Act of 1989 and subsequent amendments, students and employees of Midwestern State are informed that strictly enforced policies are in place which prohibits the unlawful possession, use or distribution of any illicit drugs, including alcohol, on university property or as part of any university-sponsored activity. Students and employees are also subject to all applicable legal sanctions under local, state and federal law for any offenses involving illicit drugs on University property or at University-sponsored activities.

Campus Carry

Effective August 1, 2016, the Campus Carry law (Senate Bill 11) allows those licensed individuals to carry a concealed handgun in buildings on public university campuses, except in locations the University establishes has prohibited. The new Constitutional Carry law does not change this process. Concealed carry still requires a License to Carry permit, and openly carrying handguns is not allowed on college campuses. For more information, visit [Campus Carry](#).

Active Shooter

The safety and security of our campus is the responsibility of everyone in our community. Each of us has an obligation to be prepared to appropriately respond to threats to our campus, such as an active aggressor. Please review the information provided by MSU Police Department regarding the options and strategies we can all use to stay safe during difficult situations. For more information, visit [Safety / Emergency Procedures](#). Students are encouraged to

watch the video entitled "*Run. Hide. Fight.*" which may be electronically accessed via the University police department's webpage: "[Run. Hide. Fight.](#)"

Grade Appeal Process

Update as needed. Students who wish to appeal a grade should consult the Midwestern State University [MSU Catalog](#)

Notice

Changes in the course syllabus, procedure, assignments, and schedule may be made at the discretion of the instructor.

Course Schedule

Semester Weeks	CACREP Standards	Topics	Materials	Activities/Assignments
Week 1 Aug 22-28	2a 2k 2i 2l	Advantages of ADR (Alternative Dispute Resolution) Mediation Social Constructs Values, Ethics Conflict Style	Handouts Module I Chapter 1	Read: Handouts 1, 2 Post: Intro.'s Questions Course Expectations Read: Model 1 Chapter 1 Handouts 3, 4, Post: What values mentioned reflect who you are? What's your usual conflict style?
Week 2 Aug 29-Sep 4	1b 2a	Theories Restorative Justice	Chapter 2 Chapter 3	Read: Chapter 2 Post: How do your counseling theoretical orientation and your concept of mediation relate to each other? Read: Chapter 3

Semester Weeks	CACREP Standards	Topics	Materials	Activities/ Assignments
				<p>Post: How are counseling, mediation and restorative justice related?</p> <p>What is difference between impartiality and neutrality?</p>
<p>Week 3 Sept 5-11</p>	<p>1a 2a 1a 2a</p>	<p>Types of Negotiation -Power -Rights Based -Interest Based -Transformative</p> <p>Power Based Negotiations</p> <p>Rights Based Negotiations</p>	<p>Module II Chapter 4 Chapter 5</p>	<p>Read: Module !!, Handout 5 Chapter 4</p> <p>Post: Can you see situations where you would use power based methods? How comfortable would you be?</p> <p>Read: Chapter 5 Choose conflict Situation</p> <p>Post: Are a client's best interests always represented by rights based reasoning? Do precedents offer best current outcomes?</p>
Week 4.	1a	Interest Based	Chapter 6	Read: Chapter 5

Semester Weeks	CACREP Standards	Topics	Materials	Activities/Assignments
Sept 12-18	2a 1a 3b	Mediation (IBN) Opening Statement	Handout	Handouts 6, 7 Post: Describe your chosen conflict situation. Read & complete Handouts 8, 9, 10, Record Opening Statement & submit
Week 5. Sept 19-25		Transformative Mediation Advocacy	Chapter 7 Chapter 10	Read: Chapter 6 Handout 11 Post: When would you use a transformative approach vs. an interest based? Use examples to make your point. Read Chapter 10

Semester Weeks	CACREP Standards	Topics	Materials	Activities/Assignments
				Post: You are a counselor for a public agency or a school. How would you advocate for more publicly funded counseling services including conflict resolution?
Week 6. Sept 26- Oct 2		Recording Tapes: Caucus 1		Submit tape
Week 7 Oct. 3- 9		Recording Tapes: Caucus 2		Submit tape
Week 8. Oct. 10- 16	3e	Recording Tapes: Caucus 3 Final Agreement Paper re CR Due		Submit tape Read: Handout 13 Post: Description of your CR Read: Handouts 14,15, 16

References/Scientificallly-Based Research/Additional Readings:
Barsky, A.E. *Conflict Resolution for the Helping Profession. 3rd edition.* Oxford University Press, 2017.

