### COURSE CODE: ECS 5119
### COURSE TITLE: Mediation and Negotiation: Theory and Practice (3 credits)
### SESSION: Winter 2012
### PROFESSOR: Maureen Gauci

| DESCRIPTION | This course considers the theory and processes of negotiation and conflict resolution in various settings. It attempts to provide an analytical understanding of negotiation and conflict resolution including strategy and tactics, as well as the development of skills necessary for the implementation of this knowledge. This course provides a set of generic negotiation and dispute resolution skills that are universally applicable in a wide range of negotiating situations, contexts, and interpersonal conflicts. |
| OBJECTIVES | The orientation of this dynamic course is on theoretical issues, however, in order to highlight the student's theoretical learning, also includes experiential exercises and simulations. By the end of the course, students should have a strong knowledge of the theoretical underpinnings of mediation and negotiation and be able to: |
| 1. Understand the roots of conflict and how conflict evolves;  
2. Understand, apply and critically evaluate theoretical models for analyzing and responding to conflict; conflict escalation and de-escalation;  
3. Understand the impact of race, gender and other cultural norms on conflict analysis;  
4. Evaluate a range of negotiation theories, strategies and negotiator styles;  
5. Analyze different philosophies, theories and styles of mediation,  
6. Understand advanced issues in negotiation and mediation, such as ethics, mediator neutrality, and power differentials. |
| COURSE LOAD | This is an interactive, dynamic course that seeks to develop mediation and negotiation skills on the basis of a sound knowledge of conceptual material. Therefore, attendance and participation on a weekly basis is important and compulsory. There are two forms of preparation required for this course, assigned readings, and preparation for roleplays. |
| EVALUATION | Participation: 25%  
Presentation: 25%  
Research Paper: 50% |
| REQUIRED TEXTS | Macfarlane, Julie, *Dispute Resolution: Readings and Case Studies* (3rd ed.)  
Emond Montgomery Publications Ltd.: Toronto. |