Negotiation, Conflict Resolution and Peacebuilding

College of Arts and Humanities

Master of Arts

Program Description
The Negotiation, Conflict Resolution and Peacebuilding Program involves a comprehensive study of applied methods, theory, and research and a choice of various electives covering a wide range of applicable subjects. For example, these areas deal with the concerns of counselors, law enforcement, teachers, social workers, therapists, and court personnel, benefit labor, human resources, and management professionals, are appropriate for individuals interested in careers in government, public interest groups, organizations (profit and non-profit), or as lobbyists, and are of interest to those seeking careers in the foreign service, the military, as well as international business and peace organizations. The Master of Arts and Post Master Certificate also are offered online through distance learning delivery.

Admission Requirements
Individuals with a bachelor's degree in any major and a GPA of 3.20 or above (4-point scale) in the last 60 semester or 90 quarter units of upper division course work from any accredited college or university may apply for admission to the degree program with classified status. Individuals with a master's degree in conflict resolution (or a closely related area or a J.D.) from any accredited college or university may apply for admission to the post-master's certificate program. All applicants must submit the standard admission application by May 1 for admission in the subsequent August. The Graduate Record Examination (GRE) is required along with a 500-word biographical essay and three letters of recommendation. The biographical statement and letters of recommendation must address: (1) what in the applicant's background indicates this subject matter and academic rigor is appropriate for this applicant, (2) why applicant desires this degree or certificate and (3) what does applicant plan to do with this degree or certificate once obtained. The official GRE results, biographical essay and letters of recommendation should be forwarded to the program director. Applicants will be selected to fill the vacancies in the program on the basis of grade point average (if applicable) and an evaluation of the GRE results, biographical statement and letters of recommendation and may be required to participate in an oral interview.

Program

Once admitted, students must complete their program (degree or certificate) with a grade point average of at least 3.2. All courses used to fulfill the requirements for the master's degree or the certificate must be passed with a grade of "B" or better. Subject to approval of the program director, no more than 10 units total can be included from other departments or universities, or be completed prior to formal admission to the master's degree program and 5 units for the post-master's certificate. Students must be in continuous attendance as defined elsewhere in this University Catalog. No course completed as part of another degree, and no course completed more than 5 years before the date of graduation date, can be included toward the master's degree or certificate.

Each year the entering class for the degree or certificate program will be placed in a cohort for on campus education and a cohort for distance learning delivery. The program for each cohort will be designed for the orderly progression through the designated courses for the degree or certificate. The program for applicants admitted concerning the post-master's Certificate in Conflict Analysis and Resolution will be designed as dictated by the number of students entering this cohort annually.

Students for the master's degree must meet the Graduation Writing Assessment Requirement (GWAR) by scoring 8 or above on University Graduation Writing Examination (GWE) or by earning at least a "B" in an approved course as described in the University Catalog. This requirement must be satisfied during the first semester in the program in order to continue in the program.

All other university requirements specified in this University Catalog must be met (see the Graduate Degrees and Postbaccalaureate Studies section).
Credit by Examination

Courses in the Negotiation, Conflict Resolution and Peacebuilding Program depend to a large degree on simulations, team learning, discussion, and papers growing out of these experiences. Therefore, credit by examination is not available. This is a rigorous program and should not be undertaken without a commitment to superior oral and written work product.

Graduation

Students must complete a Graduation Application (available from the Registrar) and a Program Approval Form (available from the program office) according to the deadlines given in the graduate section of this University Catalog under "Application for Graduation". The Program Approval Form specifies the courses to be counted toward graduation, and insures that all students are Classified and Advanced to Candidacy. This applies to both the master's degree and the post-master's certificate programs.

Master of Arts in Negotiation, Conflict Resolution and Peacebuilding (36 units)

A. Required Courses (24 units):

NCR 500. NCRP Skills, Concepts and Tools (3)
NCR 503. Ethics of Negotiation, Conflict Resolution and Peacebuilding (3)
NCR 504. Theories of Conflict (3)
NCR 507. Seminar: Research Design and Interpretation (3)
NCR 508. Communication and Conflict (3)
NCR 522. Negotiation Tactics (3)
NCR 525. Mediation (3)
NCR 544. Alternative Dispute Resolution Processes (3)

B. Elective Courses: (9-12 units) select 3-4 courses from the following:

NCR 527. Arbitration (3)
NCR 529. Internship in Conflict Resolution (3)
NCR 531. Marital and Family Mediation (3)
NCR 532. Dispute Resolution Clinical Studies (3)
NCR 533. Labor Conflict (3)
NCR 535. Organizational Conflict (3)
NCR 536. Dispute Resolution for Sports (3)
NCR 537. International Negotiation, Conflict Resolution and Peacebuilding (3)
NCR 538. Seminar: Public Policy Conflict (3)
NCR 540. Seminar: Community Conflict (3)
NCR 541. Restorative Justice and Peacebuilding (3)
NCR 542. Collaborative Law (3)
NCR 543. Reducing School Violence Through Conflict Resolution (3)
NCR 545. Intercultural Conflict Resolution (3)
NCR 546. Conflict and the Media (3)
MFT 580. Cross-cultural Family Values and Behavior (3)
MFT 584. Legal and Ethical Aspects of Counseling (3)

NOTES:
1. NCR 595 Seminar in Special Topics (1-3) is offered as an elective on a selected basis, no one topic to exceed six units.
2. Failure to satisfy the GWAR by the completion of the first semester of the student's enrollment in the program will prevent the student from continuing in the program until satisfaction of the requirement.

C. Capstone (3-6 units)

Portfolio (or thesis if approved under special circumstances)

1. Portfolio (3 units)
   NCR 591. Seminar: NCR Capstone Course (3) or
2. Thesis (0-6 units)
NCR 598. Directed Research in Negotiation, Conflict Resolution and Peacebuilding (3)
NCR 599. Thesis in Negotiation, Conflict Resolution and Peacebuilding (1-3)

**COURSE DESCRIPTIONS**
Graduate

**NCR 500**  NCRP Skills: Critical Thinking Concepts and Tools (3).
Determining specific purpose and key issues when negotiating, resolving conflict, and building peace. Effective application when reading, writing, speaking, and listening. Questioning information, conclusions, and points of view with clarity, accuracy, precision and relevance. "Thinking beyond the box" with fairness and logic.

**NCR 503**  Ethics of Negotiation, Conflict Resolution and Peacebuilding (3).
Prerequisite: NCR 500, 504, 507, 508, 522, 525, and 544
Examines individual group values and perspectives in relation to negotiation, conflict resolution and peacebuilding processes, with special emphasis on analyzing third party intervener's ethical responsibilities and dilemmas. Case studies used to examine and formulate ethical approaches to critical issues.

**NCR 504**  Theories of Conflict (3).
Prerequisite: NCR 500.
Critical analysis of conflict theories and models among individuals, organizations and governments; exploring causes, functions and effects. Perspectives from anthropology, archaeology, biology, communications, economics, gender studies, geography, history, mathematics, political science, psychology, psychiatry, sociobiology, and sociology.

**NCR 507**  Seminar: Research Design and Interpretation (3).
Prerequisite: NCR 500, and 504.
Considers various research methods to be used in negotiation, conflict resolution and peacebuilding. Covers research design and the tools needed to conduct basic independent research. Students develop a compelling research proposal addressing questions of importance to them.

**NCR 508**  Communication and Conflict (3).
Prerequisite: NCR 500, and 504.
Emphasizes human communication in context of conflict. Addresses challenges to effective communication caused by interpersonal, intrapersonal, intergroup or intragroup conflict, and role of communication in resolving such conflicts. Concentrates on methods of communication most effective in dealing with differences.

**NCR 522**  Seminar: Negotiation Tactics (3).
Prerequisite: NCR 500, and 504.
Tactics used in negotiations among individuals, institutions, and societies. Planning and conducting personal, corporate, labor, hostage, and diplomatic negotiations. Cross-cultural, ethical, and historical dimensions.

**NCR 525**  Mediation (3).
Prerequisites: NCR 500, 504, NCR 508, and NCR 522.
Theory and skills including requirements for certification under the California Dispute Resolution Programs Act, especially agreement procedures, case development, consensus building, issue framing and prioritizing, orientations toward conflict, and record keeping.

**NCR 527**  Arbitration (3).
Prerequisites: Approval of program director.
Compulsory and noncompulsory arbitration of grievances in public, private, corporate, labor, and international disputes. Case studies explore the arbitration role in unique settings.

**NCR 529**  Internship: Conflict Resolution (3).
Prerequisites Requires approval of program director.
Students will work as interns in agencies in negotiation, conflict resolution and/or peacebuilding, and will consult weekly with a faculty supervisor. A total of 120 hours of agency internship experience will
be required to successfully complete the course. An internship for the Post-NCRP MA Certificate may not be the same as the internship used by the student for NCR 529 as part of the NCRP MA Degree Program.

NCR 531 Marital and Family Mediation (3).
Prerequisite: Requires approval of program director.
Separation problems in traditional and nontraditional relationships such as property division and child custody. Legal, tax, and financial aspects. The mediation process. Written and oral agreements.

NCR 532 Dispute Resolution Clinical Studies (3).
Prerequisite: Requires approval of program director.
Provides a forum in which all students, staff, and faculty can creatively process and resolve conflict rather than allowing hostilities to build toward violence or adjudication. Each semester, conducts a basic mediation skills training for campus and surrounding communities.

NCR 533 Labor Conflict (3).
Prerequisite: Requires approval of program director.
Case and historical studies in selected industries. Past, present, and pending court decisions or national and state labor laws. Strategic planning for labor organizations. The process of negotiating a labor contract. Grievance and arbitration procedures.

NCR 535 Organizational Conflict (3).
Prerequisite: Approval of program director.
Origin and types of conflicts which arise within and between complex organizations. Positive and negative effects of Organizational conflict. Exploiting, preventing, containing, escalating, and resolving conflict.

NCR 536 Dispute Resolution for Sports (3).
Prerequisite: Approval of program director.
Examines sports law and dispute resolution utilizing particularly the processes of arbitration and mediation. Focuses on players, owners, agents and unions, as well as other areas of conflict such as free agency and player attitude and disloyalty.

NCR 537 International Negotiation, Conflict Resolution and Peacebuilding (3).
Prerequisite: Approval of program director.
Study of selected international conflicts involving complex issues such as culture, ethnicity, politics and religion. Considers common misconceptions concerning diplomacy. Encourages students to appreciate approaches to negotiation, conflict resolution and peacebuilding as vehicles for successful grassroots impact on peace efforts.

NCR 538 Seminar: Public Policy Conflict (3).
Prerequisites: NCR 504, NCR 507, NCR 508, NCR 522, NCR 525 and NCR 544.
Considers constructive and timely approaches to resolving conflicts arising over use, conservation, and restoration of environment, natural resources, and public lands. Examines basic principles, mechanisms and strategies for engaging federal agencies in effective environmental conflict resolution and collaborative problem solving.

NCR 540 Seminar: Community Conflict (3).
Prerequisite: Requires approval of program director.
The impact of system dynamics on conflict management in communities from neighborhoods to nations. Implications of system dynamics for specifying goals and planning interventions to achieve them, from pre-emptive to corrective. Implications for training and organization.

NCR 541 Restorative Justice and Peacebuilding (3).
Prerequisite: Requires approval of program director.
Addresses respective needs of crime victims and offenders ignored by criminal justice system and international community. Retribution abandoned in favor of restorative model based on needs of victims, offenders and community, achieved through application of conflict resolution and peacebuilding processes.
NCR 542  Collaborative Law (3).
Prerequisite: Requires approval of program director.
Lawyers' and clients' cooperative voluntary conflict resolution process. Emphasizes shared belief that it is in best interest of parties to avoid adversarial proceedings. Commitment to resolving differences with minimal conflict and working together to create shared solutions to the issues.

NCR 543  Reducing School Violence Through Conflict Resolution (3).
Prerequisite: Requires approval of program director.
Practical strategies to teach students to be peacemakers to reduce violence in schools. Discusses how schools can create cooperative learning environment where students learn how to negotiate and mediate peer conflicts and teachers use academic controversies to enhance learning.

NCR 544  Alternative Dispute Resolution Processes (3).
Prerequisites: NCR 500, NCR 503 and NCR 504.
Surveys a variety of process choices in dispute resolution. Recognizing that litigation may not be appropriate in many cases. Course examines alternatives such as negotiation, mini-trial, mediation, panel evaluation, summary jury trial, private judging, arbitration, and use of special masters.

NCR 545  Intercultural Conflict Resolution (3).
Prerequisite: Requires approval of program director.
Presents overview of intercultural communication negotiation and conflict resolution. Emphasizes understanding of values of intercultural as well as interreligious diversity in our increasingly interdependent world, nation and local communities. Encourages awareness of cultural perspective and socialization.

NCR 546  Conflict and the Media (3).
Prerequisite: Requires approval program director.
Examines the role of mass media in conflict resolution and peacebuilding, and its influence on world's most intractable conflicts as well as support of peace initiatives. Considers how media can serve as part of the problem or part of the solution.

NCR 591  Seminar: NCR Capstone Course (3).
Prerequisites: All required and elective courses.
Course is designed to enable students to demonstrate integration of knowledge of the field and critical and independent thinking. Preparation and delivery (oral and written) of culminating event under supervision of instructor. Faculty approval of written portfolio and successful oral defense required for graduation. CR grade insufficient by itself. CR/NC grading. Repeatable for six units.

NCR 595  Seminar: Special Topics in Negotiation, Conflict Resolution and Peacebuilding (1-3).
Prerequisite: Requires approval of program director.
Study of a current topic in Negotiation, Conflict Resolution and Peacebuilding. Repeatable for total of six units.

NCR 597  Directed Reading in Negotiation, Conflict Resolution and Peacebuilding (3).
Prerequisites: Requires approval of program director.
In consultation with a faculty member, completion of readings for orientation to a little known topic; or as background for writing a thesis proposal (the concept for which has previously been approved by the NCR program director). CR/NC grading. Repeatable for total of six units.

NCR 598  Directed Research in Negotiation, Conflict Resolution and Peacebuilding (3).
Prerequisites: Requires approval of program director.
Conduct of pilot studies, development of research instruments, or similar independent research in preparation for the thesis, under the supervision of a faculty member in any area of Negotiation, Conflict Resolution and Peacebuilding. CR/NC grading.

NCR 599  Thesis in Negotiation, Conflict Resolution and Peacebuilding (1-3).
Prerequisites: Requires approval of program director.
In consultation with a faculty member, writing of a master's thesis in Negotiation, Conflict Resolution and Peacebuilding that has previously been approved by the NCR program director. Then, if thesis approved by faculty and oral defense successful, three units replace NCR 591 as culminating
event. CR grade insufficient by itself. Choice of area requires prior approval of NCR program director. CR/NC grading.

**NCR 600  Graduate Continuation Course (0).**
Graduate students who have completed their course work but not their culminating event or who have other requirements remaining for the completion of their degree, may maintain continuous attendance by enrolling in this course. Signature of graduate program director required.