

1 Teachers College, Columbia University

TJ6040: Fundamentals of Cooperation, Conflict Resolution and Mediation

Fall, 1996

Wednesday 5:10 - 6:50 p.m.

Professor Morton Deutsch and Peter Coleman : 232 Horace Mann

Ext. 3246

COURSE REQUIREMENTS: readings, individual case study, personal conflict style analysis paper, and final exam. Doctoral students, in addition, will be asked to present a seminar presentation and write a term paper. This will not be required of masters students.

COURSE SUMMARY: The course will cover topics such as cooperation and competition, trust and suspicion, and bargaining and negotiation as they relate to theoretical and practical issues of conflict resolution in various contexts. The structure of the course will consist of in-class presentations and discussions of the various topic areas, as well as out-of-class weekly meetings and work in small, cooperative groups.

Cooperative Grocos: At the beginning of the course we will encourage students to form groups (of approximately 4-5 individuals per group) for cooperative work on various tasks. Much of the work of these groups will be done outside of class, so it is essential that individuals only form groups with others whose schedules are compatible through the term. These groups can work together on the following tasks (Individuals do have the option of working alone in the course, but will get low priority in the scheduling of the presentations):

A) Cooperative reading: One method of making the readings more manageable is to develop a cooperative method of dividing and teaching the readings.

B) Individual cases: (see below).

C) Final exam review: (see below).

Individual Case Studies: Early in the term we will ask each of you to write a case study (2-3 pages, double-spaced) of a conflict with which you are familiar. We will ask you to address:

- The type of conflict involved.
- The parties involved in the conflict.
- The history of relations of the parties involved.
- The conditions that led to either the destructive or constructive processes in the conflict.
- If the conflict was resolved, and if so, how it was resolved.
- The outcomes of the conflict.

We will ask you to share this case with the other members of your group for discussion and analysis. Each group will be asked to choose either a predominantly "destructive" conflict or a predominantly "constructive" conflict to present to the class on either 9/25 or 10/9, respectively. The presentations should be approximately 10 minutes in length and should cover the above issues.

Conflict Style Analysis Parker: Near the middle of the course you will be asked to write a brief paper in which you will analyze your own style of conflict management (normally between 2 - 4 pages). These will be due on Wednesday November, 13th.

Final Exam: A final exam will be given at the conclusion of the course. The exam will cover content from many of the required readings of the course. Near the end of the term you will be provided with a set of review questions for the exam that we encourage you to discuss in your groups. A few of these questions will compose the final exam.

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DOCTORAL STUDENTS IN PSYCHOLOGY:

Seminar Presentation: Doctoral level students will be asked to make a seminar presentation to the class. The presentations should run approximately 45 minutes to 1 hour (depending on scheduling), and can cover any of the suggested topics on the syllabus, can be original topics (with instructor approval, or can address any of the following theoretical issues:

- . individual differences in conflict resolution style.

- o Cross cultural issues in conflict resolution. . Issues around different levels of analysis (interpersonal, intergroup, international) in conflict resolution theory.

- o Social skills training: What is being trained? How? . How do we begin to measure the effects of conflict resolution training? . Negotiating the non-negotiable: Basic value conflicts. . Types of misjudgments and misperceptions that occur in a conflict. . Prejudice and stereotyping. . Intractable conflicts. . Power differences in conflict resolution.

- o Ripeness.

The presentations are expected to include: a brief summary of the basic and current literature on the topic, a focus on an important issue in the area, and conclude with either suggestions for future research or recommendations for social interventions in the area. Students will be asked to provide a bibliography to the class. The presentations will be critiqued by the class and written feedback will be provided to students after the presentation. Each doctoral student will be asked to submit 3 potential topics (in order of preference) by September 11th.

Term Paper: The term paper can cover the same topic area as the seminar presentation. These should be approximately 10 pgs. in length) These papers will be due by Monday December 11th.

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:1 Texts:

Deutsch, M. (1973). *The Resolution of Conflict: Constructive and Destructive*

| *Processes*. Yale University Press. (paperback).

Rubin, J.Z., Pruitt, D.G., & Kim, S.H. (1994). *Social Conflict*, 2nd Edition. McGrawHill (paperback).

Fisher, R.E., Ury, W., and Patton, B. (1991). *Getting to Yes*, 2nd Edition. Houghton Mifflin, (paperback).

Course Readings:

1. Sept. 4 INTRODUCTION (A) Introduction to the course and its requirements (B) An orientation to conflict: conflict and its functions (C) A paradigm for describing conflict

~ Deutsch, M. Educating for a Peaceful World. *American Psychologist*, (May,1993), Vol. 48. 5. 510-517. Reprint available from ICCCR at cost.

! 2. Sept. 11 COOPERATION AND COMPETITION: THEORY AND RESEARCH I ~ Deutsch, M., *The Resolution of Conflict*, Chapters 1 & 2. I ~ Johnson and Johnson, *Cooperation and competition* Chapters 1 & 2.

Kohn, A. (1986). *No Contest*. Houghton-Mifflin. Chapters 2 & 3. Z

Sept. 18 CONFLICT RESOLUTION

Deutsch, M., *The Resolution of Conflict*, Chapter 13.

Deutsch, M., (1994). Constructive conflict resolution: Principals, training, and research. *Journal of Social Issues*, 50 (1),13-32.

Rubin, Pruitt, and Kim, *Social Conflict*, Chapters 1-3.

Ross, M. (1993). *The Culture of Conflict*, Chapter 1,11. Yale University Press.

Sept. 25 STRATEGY AND TACTICS OF DISTRIBUTIVE BARGAINING

Lewicki, Litterer, Minton, Saunders, *Negotiation*, Chapter 3. Rubin, Pruitt, and Kim, *Social Conflict*. Chapter 4. Deutsch, M., *The Resolution of Conflict*, Chapters 6 & 7. Group presentations and discussion of destructive conflict's.

Oct. 2 VIOLENCE, WAR, AND REVOLUTION

Rubin, Pruitt, and Kim, *Social Conflict*, Chapters 5, 6, 7 & 8. Gurr, T. R. (1970). *Why Men Rebel*. Princeton, Chapter 10. Sharp, G. (1973). *The Politics of Nonviolent Action*, Part One. Porter-Sargent, Chapter 1.

Oct. 9 STRATEGY AND TACTICS OF INTEGRATIVE BARGAINING

Rubin, Pruitt, and Kim, *Social Conflict*, Chapters 9-10. Fisher, Ury and Patton, *Getting to Yes*, entire book.

Group presentations and discussion of constructive conflicts.

Oct. 16 MEDIATION

Rubin, Pruitt, and Kim, *Social Conflict*, Chapters 11. Folberg, J. and Taylor, A. (1984~). *Mediation*. Jossey-Bass, Chapters 1 & 4.

* Kressel, K. and Pruitt, D. G. (Eds.) (1989). *Mediation Research*. Jossey-Bass,

Chapter 18.

Busch, B. & Folger, J. (1995). *The Promise of Mediation*. Chapter 1.

Oct. 23 SOCIALJUSTICE

Deutsch, M. (1985). *Distributive Justice: A Social Psychological Perspective*. Chapters 14, 14, 15. New Haven: Yale University Press. 173 I

Oct. 30 POWER & INFLUENCE

Deutsch, M., *The Resolution of Conflict*, Chapter 5, p. 89-93. * Morgan, G., (1986). *Images of Organization*. London: Sage Publications. pp. 158-185.

Nov. 6 INDIVIDUAL AND CULTURAL DIFFERENCES M. A. Rahim and A. A. Blum (1994). *Global perspectives on Organizational Conflict*. Chapter 1. Praeger. Heitler, S. M. (1990). *From Conflict to Resolution*. Chapters 3 & 4. Norton. Deutsch, M., *The Resolution of Conflict*, Chapter 3. Fisher, G. (1988). *Mindsets*. Chapters 2 - 4. Intercultural Press. Deutsch, M. (1990). *Psychological roots of moral exclusion*. *Journal of Social Issues* 46 pp. 21-25.

Nov.13 INTERGROUP CONFLICT

Deutsch, M., *The Resolution of Conflict*, Chapters 4 & 5.

Duckitt, J. H.(1992). *The Social psychology of Prejudice*. Praeger, Chapter 4. ~ Fisher, R. (1990). *The Social Psychology of Interaroun and International Conflict Resolution*. Springer-Verlag, Chapter 2.

Brown, R. (1986). *Social psychology: The Second edition*. Chapter 15. Free Press.

Nov. 20 INTRACTABLE CONFLICT

Pnutt, D. & Olczak, P. (1995). *Beyond hope: Approaches to resolving seemingly intractable conflict*. In Bunker, B.B. ~ Rubin, J. Z. (Eds.) *Cooperation. conflict. and justice: Essays inspired by the work of Morton Deutsch*. New York: Sage.

Lumsden, M. (1996). *The evolution of the problem-solving workshop*. *Peace and Conflict: The Journal of Peace Psychology*. Laurence Earlbaum associates.

November 27 class canceled.

CONFLICT IN DIFFERENT INSTITUTIONAL CONTEXTS

Dec. 4

THE FAMILY

Violence and the family. American Psychological Association Task Force Report, 1996. Part I & III.

Koss, M. P. No safe haven. American Psychological Association, 1994. Parts I & IV. * D.D. Cahn. Conflict in Personal Relationships. (1994). Laurence Erlbaum Associates. Chapter 1.

Dec. 11

WORK

R. Dahrendorf. Class and Class Conflict in Industrial Society. (1959). Stanford University Press. Chapters 1 & 4.

M. Deutsch. (1985) Distributive Justice. Chapter 15.

D. A. Lax and J.K. Sebenius. The Manager as Negotiator. (1986) Free Press. Chapters 3 & 4.

M.H. Bazerman & M.A. Neale. Negotiating rationally. (1992). Free Press. Chapters 9,11, & 13.

Dec. 18

SCHOOL

D.W. Johnson & R.T. Johnson. Creative Controversy. (1992). Interaction Book _ Company. Chapters 3 & 4. Creating a cooperative learning environment: An ecological approach. In R. Slavin (Ed.) Learning to cooperate: Cooperating to Learn. (1985). Plenum Press. pp. 403-436. Raider, E. (1995). Conflict resolution training in schools: Translating theory into applied skills. In Bunker, B.B. & Rubin, J. Z. (Eds.) cooperation. conflict. and justice: Essays inspired by the work of Morton Deutsch. New York: Sage.