

SOWK 499-151
MEDIATION SKILLS
FALL 1996

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Office Hours: Mondays, 1 pm - 5 pm, Wednesdays, 9 am - 12 pm, or by appointment

This course is an introductory skills course. By the end of the term, you will be expected to be able to mediate a simple dispute. To that end, we will study the theory, psychology, and social and communication dynamics of the mediation process. We will use readings, lectures, individual and group exercises, and role plays to develop your mediating skills.

Active participation in class and in out-of-class assignments is essential. Because each class session will cover either a necessary step in the mediation process or invaluable practice, attendance at each session is required. Any absence must be unavoidable. Any absence seen as avoidable by the instructor will affect your final grade accordingly. Class participation will determine, in part, your final grade.

In place of exams, you will be required to mediate two mock disputes with two classmates role playing the disputants. You will be assigned to a team of three, each of whom will role play a mediator once and a disputant twice. The role plays will take up to two hours each and will be videotaped. After each role play, the team will debrief the exercise together verbally, and each disputant will submit a written evaluation to the instructor. The instructor will view each taped role play and use his evaluation as the basis for the largest portion of your final grade. The first taped role play will count for 30% of your final grade, and the final taped role play will count for 50%. Each student's tape of his/her mediation will be available for his/her review.

The Mediation Skills Manual is the same material that in large part will be presented in the instructor's lectures and covered in class discussions. It is meant to serve as a reference to review in preparation for your role plays.

There will be unannounced quizzes on the content of the two required books (as opposed to the manual). The information in them is essential to a functional understanding of the practice and potential of mediation. You will be expected to address the ideas and techniques expressed in those books in our class discussions and exercises. In his evaluation of your role plays, the instructor will be looking for ways in which you incorporate those ideas and techniques into your performance of the mediator role.

Required Texts, available in the BookRack:

Michael McCormick: Mediation Skills Manual

Roger Fisher and William Ury, Getting to Yes

Robert A Baruch Bush and Joseph P Folger, The Promise of Mediation

Course Schedule:

Session #	Date	Agenda
1.	9/4	Introductions, Syllabus, Theoretical Framework
2.	9/11	Full Demonstration & Debrief Reading: Fisher & Ury, pp 1 - 40.
3.	9/18	Case Development & Conflict Styles Reading: Fisher & Ury, pp 41 - 84. Assign Mock Mediation Teams
4.	9/25	Issues & Interests and Opening Statement (Practice) Reading: Fisher & Ury, pp 85 - 133.
5.	10/2	Role Play
6.	10/9	Clients' Initial Statements & Demonstration Reading: Fisher & Ury, pp 134 - 154, Bush & Folger, pp 1 - 32.
7.	10/16	Legal, Ethical, & Cultural Considerations Reading: Bush & Folger, pp 33 - 78.
8.	10/23	Agenda Building, Role Play Reading: Bush & Folger, pp 79 - 138. First Taped Mock Mediations Due
9.	10/30	Negotiation & Demonstration Reading: Bush & Folger, pp 139 - 188.
10.	11/6	Power Dynamics & Role Play Reading: Bush & Folger, pp 189 - 226.
11.	11/13	Caucus & Demonstration Reading: Bush & Folger, pp 227 - 260.
12.	11/20	Settlement & Closure & Demonstration Reading: Bush & Folger, pp 261 - 284.
	11/27	NO CLASS
13.	12/4	Review and Role Play
14.	12/11	Real World Disputes - Role Play Final Taped Mock Mediations Due