Course Description

This course introduces students to the fields of negotiation and conflict resolution from a historical, analytical, and psychological perspective. The first portion of the course will serve as a comprehensive survey of the field of conflict resolution. Topics will include an overview of the history of conflict resolution; an analysis of modern-day conflicts and their resolutions, including case-studies such as Bosnia, Northern Ireland, and the Israeli-Palestine conflict; theories of causes and preventions of violent conflict; and ways to successfully resolve conflicts. The second portion of the course will be dedicated to an analysis of the theory and practice of one particular way to resolve conflicts: negotiation. Three different perspectives will be applied to the ‘art of negotiation:’ the institutional perspective, including a brief history of the field of negotiation and an overview of the role of institutions in negotiation; the psychological perspective, through cognitive and behavioral analyses of the psychological processes involved in negotiation and decision-making; and the analytical perspective, including theoretical models of bargaining and the analytic barriers to bargaining. The theoretical aspects of the course will be complimented with plenty of case studies and relevant examples. The third part is dedicated to the application of the theoretical knowledge discussed in the course.
Assignments and Expectations

All students are expected to:

• come to class having finished the assigned readings;
• come to class with questions, viewpoints, or data to contribute to the discussion of those readings;
• participate fully in group discussions, neither dominating nor allowing others to carry the intellectual load;
• submit reflection papers in timely fashion.

Reflection papers: Throughout the semester, students will write several one-page (cca 300 words) reflection papers. This text should be organized to include your reflection (theoretical and practical) on the readings for the class and the lectures. Do not waste words! Do stay focused, deep and intrigued! The best advice: concentrate on a single issue, theoretical or applied. These papers will make 30 percent of your final grade.

Final exam: The final exam consists of a short paper, a test and an analysis. The paper will deal with the negotiation practices (part taught by Dr. Dedaic), while the test and analysis will pertain to the conflict resolution theories and practice (part taught by Professor Gelencsér). More details will be given in class.

Please note: Required texts will be distributed to the students either in pdf or hard formats as early as possible. Students are required to complete the assigned readings PRIOR to coming to the lecture.

Evaluation

<table>
<thead>
<tr>
<th>Class participation</th>
<th>30 points</th>
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<tr>
<td>Reflection papers</td>
<td>30 points</td>
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<td>Final exam</td>
<td>40 points</td>
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Tentative Schedule

(Please note that some changes might occur due to students’ interest, professors’ inspiration, or concurrent social and political events.)

FIRST PART – THEORY AND PRACTICE OF CONFLICT RESOLUTION (12 hours)

This part of the course concentrates on the conceptions of the conflict management, settlement and resolution. During the course the students will examine processes and strategies to transform conflict. International and regional organizations and their role in conflict management and resolution will be also discussed.

Session 1  Theory of Conflicts

Session 2  An Agenda for Peace
Readings: HTTP://WWW.UN.ORG/DOCS/SG/AGPEACE.HTML

Session 3  Conflict Transformation and DDR

Session 4  Case Study: Selected chapters

Session 5  Conflict Resolution in Africa
Readings: lecture

Session 6  Case Study
SECOND PART – NEGOTIATION (30 hours)

a) Identities in negotiation – 9 hours

Negotiations happen among people who identify themselves in different, frequently opposing ways. Studying identities means studying people and their perception of themselves. This understanding improves our understanding of why conflicts happen and that any approach to negotiation and conflict resolution must involve identity study. This segment of the course aims at providing basic notions of such a study, involving three major social identities – cultural, ethnic and national.

March 12  **Identity:** Cultural identity, ethnic identity, national identity (introduction)
Readings:   Yep: My three cultures
            Corey: Crossing an Irish border
            Wallerstein: The national and the Universal
Optional readings:  Hall: The Paradox of Culture
                    Schneider: Notes toward a theory of culture
                    Agar: Culture
                    Singh et al.: Communication in a multilingual society: some missed opportunities
                    Berry: Origins of cross-cultural similarities and differences in human behavior
Exercise:   Exploring one’s identity
TED TALK: Jonas Gahr Støre: In defense of dialogue

March 13  **National Identity**
Readings:   Renan: Qu’est-ce qu’une nation?
            Anderson ch. 1: Introduction
Optional readings:  Anderson ch. 2: Cultural roots
                    Anderson ch. 3: The origins of national consciousness
                    Anderson ch. 5: Old languages, new models
                    Anderson ch. 8: Patriotism and racism
                    Anderson ch. 9: The angel of history
                    Anderson ch. 10: Census, map, *museum*
                    Anderson ch. 11: Memory and forgetting
Exercise:   The meaning of nation

March 14  **Banal nationalism and stereotyping**
Readings:   Billig ch. 1: Introduction
            Billig - Excerpts
            Billig: Humor and Hatred
Optional readings:  Bellamy: The Formation of Croatian National Identity – ch. 7
                    Ignatieff: Croatia and Serbia
                    Ceh & Harder: Imagining the Croatian nation

Exercise: Kant’s and Arendt’s “The banality of evil”

b) Intercultural communication in negotiations (9 hours)

In today’s globalized world of international contacts and multicultural interaction, effective intercultural communication is often seen as a pre-requisite for social harmony, organizational success, and conceptualization of our place in this world. The spread of information, ideas, media, capital, cultural artifacts, and the enhanced mobility of people, testify to the increased permeability of borders that separate one group from the other. Intercultural negotiation techniques require basic understanding of the ways various cultures react to certain communication and contextual features.

March 15  The meaning of culture and intercultural encounters
Readings: Adler: Beyond cultural identity
Ortiz Cofer: The myth of the Latin woman
Optional readings: Hall: The Hidden Dimension - Chapters XI: Proxemics in a cross-cultural context: Germans, English, and French; & XII: Proxemics in a cross-cultural context: Japan and the Arab world
Exercise: Exploring and understanding one’s culture

March 16  Culture and Communication Style in Negotiations
Readings: Ylänne: Communication Accommodation Theory
Tannen: New York Jewish conversational style
Daun: Swedishness as an obstacle in cross-cultural interaction
Hammer & Weaver: Cultural considerations in hostage negotiations
Exercise: Intercultural encounters

March 19  Negotiating with new kids in town
Optional readings: Danet & Herring: Welcome to the Multilingual Internet
Shaheen: The face of Arabs in American mass media
Exercise: Blackmore: Memes and Temes (video)
c) Negotiation principles and application (12 hours)

In this part, we focus exclusively on negotiations. Our goal is to learn how to get to ‘yes’ and what if the negotiations fall apart.

March 20  Getting to YES
Readings: Fisher, Ury and Patton: Getting to Yes (chapters I, II & III)
Exercise: Exploring the basic principles of negotiation
TED TALK: William Ury: The walk from "no" to "yes"
TED TALK: Nate Garvis: Change our culture, change our world

March 21  Business Negotiations
Readings: Watanabe: American and Japanese group discussions
McDaniel & Samovar: The maquiladora
Exercise: “Intercultural Conference Room”

March 22  International Communication, Conflict and Negotiation
Readings: Huntington: The clash of civilizations?
Ignatieff: Fault lines
Jervis: Cognitive dissonance and international relations
Exercise: Negotiation in the political arena

March 23  Workshop on negotiations
Readings: Ury: The Third Side (chapter 3, 114-196)
Ury: Getting Past No
TED TALK: Julia Bacha: Pay attention to nonviolence

THIRD PART – CONFLICT ANALYSIS, CASE STUDIES (18 hours)

Session 7  UN Conflict Resolution

Session 8  Case Study: The failures of conflict management
Reading : HOWARD, Chapter 2: The failures, pp21-51.

Session 9  EU Conflict Resolution

Session 10  Case Study: EU in the Balkans
Session 11  Methodology of analysing conflicts  

Session 12  Northern Ireland

Session 13  The Arab-Israeli Conflict

Session 14  Rwanda

Session 15  Afghanistan

(Topics are to be variable according to the students’ interest)

Bibliography:


