COURSE: V435  NEGOTIATION and ALTERNATIVE DISPUTE RESOLUTION  
FALL, 2010  Class  #16112  WH004  2:30 – 3:45 PM  T&R

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Office Hours:  9:30-10:30 & 2:00- 3:00 Mon; 1:30- 2:00 Tues & Thurs and by appointment

Texts:  
• Getting to Yes: Negotiating Agreement Without Giving In  
• Alternative Dispute Resolution: A Conflict Diagnosis Approach, (2nd Edition),  

COURSE DESCRIPTION AND OBJECTIVES

In this course, students will learn about the three primary alternative dispute resolution processes (negotiation, mediation and arbitration) and several hybrid processes. Case process selection and dispute system design will also be introduced, along with discussion of the issues and concerns about ADR. The course materials will be presented through lectures, readings, role-plays, case studies, in-class exercises and videotapes on the subject.

The primary objectives of the course are: to familiarize students with basic conflict resolution, negotiation and mediation skills that they can use in their personal and professional lives; to become familiar with the various alternative dispute resolution processes and their uses; and to critically assess the implementation issues concerning the new field of Alternative Dispute Resolution.

COURSE REQUIREMENTS AND GRADING

Exam #1  50 points  315-350 = A
Exam #2  50 points  280-314 = B
Exam #3  50 points  245-279 = C
Negotiation assignment  50 points  210-244 = D
Group DSD assignment  50 points  0-209 = F
Reading quizzes  50 points
Class attendance  50 points

OTHER:  Ten pop quizzes over reading assignments will be given for ten points each. Your highest five scores will determine your overall quiz score. No make-ups will be given. Two points are given for each class attended, starting with the second week of classes. Everyone will get three free days to cover illness, job interviews, funerals, etc. The written assignments are due by 5pm on the due date. They may be turned in late to my secretary. She will sign and date it upon receipt and put it in my mailbox. A penalty of two points will be taken off for each day late, including weekends. In case of illness on the day of an exam, you must call or email me before class. A make-up time will then be arranged. Laptop is for note-taking only!! Surfing the internet during class will not be tolerated!

Academic Dishonesty:  I expect all students’ academic conduct to conform to IU’s Student Code of Ethics. Signing another student’s name on the attendance sheet is forbidden and will result in a deduction of 5 attendance points for both students involved. Turning in another student’s work as your own will result in a zero on that assignment and a 20 point deduction on the assignment for the student who did the work. Suspicious behavior during a quiz or an exam that indicates possible cheating will be handled this way: the student will be asked to turn in the exam immediately and leave the room; the student must then contact the instructor within 24 hours to arrange for a meeting to discuss the incident. At that meeting, specific sanctions will be discussed, ranging from no sanction to referral to the Dean of Students. If a student fails to make an appointment within 24 hours, he or she will get a zero on the exam.
Aug 31  Introduction and Course Overview  
ADR text, Ch. 1, pages 1 and 5-11  
Lecture slides 1-5

Sep 2  Overview of Conflict  
ADR text, Ch. 2, pages 12-16; 26-41  
Reading 1, “Three Approaches to Resolving Disputes”  
Lecture slides 6-10

Sep 7  Perception and Communication  
ADR text, Ch. 2, pages 16-26, 41-43; 87-88  
Lecture slides 11-15

Sep 9  Introduction to Negotiation  
Reading 2, excerpts from Ch. 1, The Nature of Negotiation, Essentials of Negotiation  
Lecture slides 16-21

Sep 14  Distributive Bargaining  
Reading 3, Ch. 2, Strategy and Tactics of Distributive Bargaining, Essentials of Negotiation  
Lecture slides 22-25

Sep 16  Integrative Negotiation  
Getting to Yes, Ch. 1, 2 & 3  
Lecture slides 26-33

Sep 21  Integrative Negotiation  
Getting to Yes, Chapters 4, 5 & 6  
Lecture slides 34-37

Sep 23  Integrative Negotiation  
Getting to Yes, Chapters 7, 8, IV and V  
Lecture slides 38-41

Sep 28  Negotiation Strategy  
Reading 4, Ch. 4, Negotiation: Strategy and Planning, Essentials of Negotiation  
Lecture slides 42-45  
Negotiation exercise handed out and explained
<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Reading</th>
<th>Pages/Sections</th>
<th>Lecture Slides</th>
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</thead>
<tbody>
<tr>
<td>Sep 30</td>
<td>Negotiation Ethics</td>
<td>Reading 5</td>
<td>Ch. 8, Ethics in Negotiation, Essentials of Negotiation</td>
<td>46-49</td>
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<td>Oct 5</td>
<td>Exam 1</td>
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<td>Oct 7</td>
<td>Mediation Introduction</td>
<td>ADR text</td>
<td>Ch. 3, pages 57-58; 64-67; 234-251, 257</td>
<td>1-4</td>
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<td>Oct 12</td>
<td>Mediation Approaches</td>
<td>ADR text</td>
<td>Ch. 3, pages 59-63 ; 67-76</td>
<td>5-10</td>
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<td>Oct 14</td>
<td>The Mediator’s Role</td>
<td>ADR text</td>
<td>Ch. 3, pages 77-83; 90-100</td>
<td>11</td>
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<td>Negotiation exercise due</td>
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<td>Oct 19</td>
<td>Stages of the Mediation Process</td>
<td>ADR text</td>
<td>Ch. 3 pages 83-90</td>
<td>12-18</td>
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<td>Oct 26</td>
<td>Grievance Mediation</td>
<td>Reading 7</td>
<td>“Waiting in the Wings: Mediation's Role in Grievance Resolution”</td>
<td>23-24</td>
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<td>Oct 28</td>
<td>Mediation Ethics</td>
<td>ADR text</td>
<td>Ch. 4, pages 140-145; 252-256</td>
<td>25-28</td>
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<td>Reading 8, “Dealing with Power Imbalances and Issues of Fairness”</td>
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<td>Nov 2</td>
<td>Introduction to Arbitration</td>
<td>ADR text</td>
<td>Ch. 5, pages 154-170 ; 256-262</td>
<td>29-34</td>
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<td>Reading 9, “Introduction to Commercial Arbitration”</td>
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<td>Nov 4</td>
<td>Labor Arbitration</td>
<td>Reading 10</td>
<td>“Labor and Employment Arbitration”</td>
<td>35-41</td>
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Nov 9  Employment, Consumer and Court-Ordered Arbitration
     ADR text, Ch. 5, pg 172-174 ; 181-186
     Lecture slides 42-47

Nov 11  Exam 2

Nov 16  Binding Hybrid Processes
     ADR text, Ch. 6, pg 201-203; Ch. 7, pg 268-273
     Reading 11, “Private Judging”
     Lecture slides 1-7

Nov 18  Non-Binding Hybrid Processes
     ADR text, Ch. 6, pg 194-200; 262-267
     Lecture slides 8-14
     Take-home assignment explained

Nov 23  Ombuds and Court-Connected ADR
     ADR text, Ch. 6, pg 203-208; 212-217; Ch. 7, pg 233-234
     Lecture slides 15-22

Nov 25  Thanksgiving -- No Class

Nov 30  Dispute System Design
     ADR text, Ch. 6, pg 208-211
     Reading 12, “Dispute Systems Design”
     Lecture slides 23-29

Dec  2  Process Selection
     ADR text, Ch. 7, pg 273-290
     Lecture slides 30-32

Dec  7  ODR- Online Dispute Resolution
     ADR text, Ch. 6, pg 217-227
     Lecture slides 33-37
     TAKE-HOME ASSIGNMENT DUE

Dec  9  Legal Issues of ADR
     ADR text, Ch. 4, pg 107-113 ; 125-135 ; 145-148
     Lecture slides 38-44

Dec 16  Exam 3  2 :45 – 4 :45 pm