CONF 656
Integrating Complementary Approaches in Conflict Analysis and Resolution
Spring 2007

Instructor: Alma Abdul-Hadi Jadallah, Ph.D.
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Class Days:
Feb. 3 & 4, 2007   11:00 a.m. – 5 p.m.
March 3 &4, 2007   11:00 a.m. – 5 p.m.
April 21&22, 2007   11:00 a.m. – 5 p.m.
Location: Arlington Campus, Original Building Room 317

Welcome to the Institute for Conflict Analysis and Resolution and especially to the Certificate Program! I am delighted to have you in class and look forward to an engaging learning experience. My hope is to partner with you on creating an environment that promotes learning, discussions, reflection and integration.

Course Overview
This course is designed to help certificate students learn methods of integrating multiple approaches, stakeholders, and methods in the conflict analysis and resolution work.

Course topics will range broadly across consideration of pieces of international peace processes, dispute resolution system design with multiple processes available in interpersonal, local community, and international conflicts, and ways of engaging multiple sectors in long-term conflict resolution. Participants will consider the variety of third-side roles, various insider-partial roles, and multi-track diplomacy approaches to conflict resolution. Cross-sectoral work, both locally and internationally, will receive substantial attention.

The three-day weekends will address the following objectives:
- Introduce the work of a diverse group of practitioners and their practice;
- Provide a forum to discuss, analyze and critique the application, integration and evaluation of proposed approaches;
- Provide you with an opportunity to gain practical experiences designing an intervention;

Course Philosophy
As faculty for this class, I would like to acknowledge that my personal and professional experience, ethnic and cultural heritage, and religious identity impacts the way I understand the issues and the way I select to present them. In light of this acknowledgement, I would invite you to:
   a) Respect all points of view regardless of where you are on these issues;

b) Listen to gain insight; reflect on what the other person is trying to communicate;
c) Accept that we are here as a learning community – in which each person is a teacher and a learner.

Course Expectations

Due to the intensive nature of the three-day weekend format, the following expectations will ensure that you get the most rewarding and engaging experience from the class. I would like to get your commitment to the following:

Attendance: consistent attendance is required. Failure to do so will be noted. Please let me know if you are facing circumstances beyond your control and inform me as soon as possible. The highest grade to expect is a "B" if you happen to miss one full weekend.

Participation: You are expected to participate fully in class discussions and activities. Structured exercises will support that objective. Please do not hesitate to let me know about your experience during class. I am happy to respond to any concerns that might impede your participation.

Preparation: The success of this class is dependent on our ability to discuss class readings. There will be opportunities to engage in on-line assignments, but first and foremost, in-class participation is a must. Please come prepared to discuss all readings including the Feb. 3 & 4 class readings.

Class Completion: Please note that departmental policies dictate that an incomplete grade is granted in cases of personal or immediate family illness.

Class assignments: You are expected to complete class assignments on time. Please request prior permission should you not be able to do so.
Additional assignments will be sent via email. You are responsible for keeping up with these up to date assignments.

University Resources and Assistance

- If you are a student with a disability and you need academic accommodations, please see me and contact the Disability Resource Center (DRC) at 703 993-2474. All academic accommodations must be arranged through that office.

- The Writing Center is available to all Mason students and offers online and individual consultations as well as workshops and mini-courses. Writers at all levels can benefit. Each Mason campus has a location; you can find them on the Arlington Campus in the Original Building, Room 334C, by phone at 703 993-4491 or online at: http://writingcenter.gmu.edu/

- You are responsible for knowing, understanding, and following Mason's Honor Code, found at: http://www.gmu.edu/catalog/apolicies/#Anchor12. Be sure that all work submitted is your own and that you use sources appropriately. I strongly recommend that you review requirements regarding use and citation of sources prior to submitting your final work.

REQUIRED BOOKS:

Diamond, Louise and John McDonald. (1996) *Multi Track Diplomacy.* Connecticut: Kumarian Press.

Costantino, Cathy A., and Christina Sickles Merchant. 1996. *Designing Conflict Management Systems*. San Francisco: Jossey-Bass.

Bernie Mayer. (2004) *Beyond Neutrality. Confronting the Crisis in Conflict Resolution.* San Francisco: Jossey Bass.

Ury, William L. (2000) *The Third Side*. New York: Penguin Books.

John Paul Lederach and Janice Jenner (2002) *Into the Eye of the Storm: A Handbook of International Peace building.* San Francisco; Jossey Bass.

Jayne Seminare Docherty. (2005) *The Little Book of Strategic Negotiation.* Intercourse, PA: Good Books

Schirch, Lisa. (2004) *The Little Book of Strategic Peacebuilding*. Intercourse, PA: Good books

Required Articles and Online Readings (e-reserve)

Abdalla, A. (2000-2001). Principles of Islamic interpersonal conflict intervention: A search within Islam and western literature. *Journal of Law and Religion*, *15,* 51- 184.

Abu-Nimer, M. (1997). Conflict resolution training in the Middle East: Lesson to be learned. *Journal of International Negotiation*, *Fall,* 1- 24.

Paul Salem. "A Critique of western conflict resolution from a non-Western Perspective. In Conflict Resolution in the Arab World: Selected Essays. American University of Beirut Publications, 1997. 11-24

Babbit, E. & Pearson D'Estree, T. (1996). An Israeli- Palestinian women's workshop: Application of the interactive problem-solving approach. In C. Cocker, F. Hampson, & P. Aall (Eds.), *Managing global chaos: Sources of and responses to international conflict* (pp. 501-529). U.S.: United Institute of Peace.

Mitchell, C. (1993a). The process and stages of mediation: The Sudanese cases. In David Smock (Ed.), *Making war and waging peace* (p. 147) Washington, D.C: United Institute for Peace Press.

Mitchell, C. (1993b). Problem-solving exercises and theories of conflict resolution. In D. Sandole & H. Van der Merwe (Eds.), *Conflict resolution theory and practice* (pp. 78-94). Manchester: Manchester University Press.

Nan, Susan Allen and Andrea Strimling, eds. "Coordination in Conflict Resolution." Special Issue of Journal of International Negotiation, forthcoming 2006.
Sweetman, D. (2001). *Peace and conflict resolution in the face of terror.* Retrieved 2/2/2002 from http://www.trinstitute.org/ojpcer/pterror.html

Volpe, M. & Strobl, S. (2003). Dispute resolvers in a post-September 11th world. *Practical Dispute Resolution, 3*, (1), (pp. 1-15)

Rouhana, N. & Kellman, H. (1994). Promoting joint thinking in international conflict: An Israeli- Palestinian continuing workshop. *Journal of Social Issues, 50,* 157-178.

Wing, L. and Rifkin, J. "Racial Identity Development and the Mediation of Conflicts." In C. L. Wijeyesinghe and B.W. Jackson (eds.), New Perspectives on Racial Identity Development: A Theoretical and Practical Anthology. New York: New York University Press, 2001.

Chataway, Cynthia. "In Practice: Track II Diplomacy: From a Track I Perspective." *Negotiation Journal*. Vol 14, No. 3, 1998.

Dukes, Frank. "Public Conflict Resolution: A transformative approach." *Negotiation Journal*, vol 9, no. 1, p. 45-57.

Dukes, E. Franklin. "What we know about environmental conflict resolution: an analysis based on research." Conflict Resolution Quarterly, vol. 22, 1-2, p. 191-220.

You may also enjoy reading: (Optional)

Bierle, Thomas C. and Jerry Cayford. Evaluating Dispute Resolution as an Approach to Public Participation. Resources for the Future. August, 2001. http://www.rff.org/Documents/RFF-DP-01-40.pdf
Ronald J. Fisher.(1997) *Inter-Active Conflict Resolution* Syracuse University Press.

Harold H. Saunders. (1999) A Public Peace Process. New York; St. Martins Press.

John Paul Lederach (1997) *Building Peace; Sustainable Reconciliation in Divided Societies*. Washington DC; USIP Press.

Burton, John W. (1996) *Conflict Resolution; Its Language and Processes Lanham.* MD; Scarecrow Press; 1996.

Curle, Adam *In the Middle; A Non-Violent Mediation in Violent Situations* (1986)(Berg Publishers/ St. Martins Press; 1986).

Lipsky, David B. and Ronald L Seeber. "Dispute Resolution in the Changing Workplace." The Industrial Relations Research Association, Proceedings, 2004. http://www.press.uillinois.edu/journals/irra/proceedings2004/04lipsky.html

Peacebuilding; A Field Guide edited by Luc Reychler & Thania Paffenholz (Boulder, CA; Lynne Reinner; 2001)

Mediation and Facilitation Training Manual 4th edition. Mennonite Conciliation Services (Akron, PA; MCC Resources; 2001)

COURSE REQUIREMENTS:
Assignment # 1:   (40 percent)   Due: April 30, 2007

1. Group Project: Select an on-going conflict (community, national, international, organizational, environmental, . . .) that is of interest to you and other members of the group.
    o   Research, explore, and analyze on-going efforts that may have been initiated to address the conflict.
    o   Evaluate these efforts from a conflict resolution perspective and in light of class discussions and readings.
    o   Design an intervention to address the conflict that might build on existing efforts or changes the way the conflict is being understood or addressed.
    o   Prepare a group presentation for class members. The purpose of your presentation is to educate them on the conflict, its sources, dynamics and current outcome and your proposed intervention. Your intervention design should speak to the rational behind your approach, assessment and intervention tools that you deem appropriate. You are encouraged and will be rewarded on the interactive nature of your group presentation. Additional criteria will be developed by the entire class. **(April 21-22)**
    o   A written assignment should accompany this group exercise in which the group presents a written evaluation of their experience working and researching the conflict, lessons learned and recommendations for future practitioners engaging in similar research and activities. Please note that the third week of class. Class time allocated will be based on the group's request. (Due **April 30)**

Assignment # 2:   (30 percent)   Due: March 30, 2007

2. Compare and contrast the work of two lead practitioners of your choice. Report your findings and analysis in a 15 - 18 page paper (double space). The paper should highlight the reasons behind your selection of these two practitioners, differences and similarities with regard to their practice and work.

Assignment # 3:   (15 percent)   Due: March 3, 2007
3. Visit www.beyondintractable.org. There are audio recordings of 60 plus practitioners. Choose 5 - 6 practitioners and write a reflection paper (8-10 pages) with regard to their responses to include reactions, concerns, dilemmas, key

messages, surprises, cultural values, diversity of perspectives, working assumptions to mention a few. Please add any additional dimensions that you find interesting.

Class Participation, preparation and WebCT discussions   (15 percent)
In addition to in-class exercises and participation, there will be several discussion topics and/or short exercises posted to the course online discussion board in WebCT. The purpose of these exercises is to encourage reflection on course concepts between classes. Some readings assignments will be discussed using WebCT discussion groups.

CLASS PLAN

Week 1: Feb. 3-4, 2007   11:00 a.m. – 5 p.m.
Approaches in Conflict Resolution: Overview

Assigned readings in preparation for class:
Ury, William L. *The Third Side*. New York: Penguin Books, 2000.

Diamond, Louise and John McDonald. *Multi Track Diplomacy*. Kumarian Press, 1996.

Mayer, Bernie. (2004) *Beyond Neutrality.* San Francisco: Jossey Bass. Read: Part 1

Nan, Susan Allen and Andrea Strimling, eds. "Coordination in Conflict Resolution." Special Issue of Journal of International Negotiation, forthcoming 2006.

Dukes, Frank. "Public Conflict Resolution: A transformative approach." *Negotiation Journal*, vol 9, no. 1, p. 45-57.

Paul Salem. "A Critique of western conflict resolution from a non-Western Perspective. In Conflict Resolution in the Arab World: Selected Essays. American University of Beirut Publications, 1997. 11-24

Dukes, Frank. "Public Conflict Resolution: A transformative approach." *Negotiation Journal*, vol 9, no. 1, p. 45-57.

Chataway, Cynthia. "In Practice: Track II Diplomacy: From a Track I Perspective." *Negotiation Journal*. Vol 14, No. 3, 1998.

WebCT Discussion: John Paul Lederach and Janice Jenner (2002) *Into the Eye of the Storm: A Handbook of International Peace building.* San Francisco; Jossey Bass. TBD

Week II: March 3 & 4, 2007   **11:00 a.m. – 5:00 p.m.**
Reflections on Practice: Lead voices

Abdalla, A. (2000-2001). Principles of Islamic interpersonal conflict intervention: A
     search within Islam and western literature. *Journal of Law and Religion*, *15,* 51-
     184.

Costantino, Cathy A., and Christina Sickles Merchant. 1996. *Designing Conflict
Management Systems*. San Francisco: Jossey-Bass.

Mayer, Bernie. (2004) *Beyond Neutrality.* San Francisco: Jossey Bass. Read: Part 2 (pg.
181- 248))

Mitchell, Christopher R. "The Process and Stages of Mediation." In *Making War and
Waging Peace*, edited by David Smock, 139-59. Washington, DC: USIP Press, 1993.

Dukes, E. Franklin. "What we know about environmental conflict resolution: an analysis
based on research." Conflict Resolution Quarterly, vol. 22, 1-2, p. 191-220.

Volpe, M. & Strobl, S. (2003). Dispute resolvers in a post-September 11th world.
Practical Dispute Resolution, 3, (1), (pp. 1-15)

Abu-Nimer, M. (1997). Conflict resolution training in the Middle East: Lesson to be
     learned. *Journal of International Negotiation*, *Fall,* 1- 24.

Babbit, E. & Pearson D'Estree, T. (1996). An Israeli- Palestinian women's workshop:
     Application of the interactive problem-solving approach. In C. Cocker, F.
     Hampson, & P. Aall (Eds.), *Managing global chaos: Sources of and responses to
     international conflict* (pp. 501-529). U.S.: United Institute of Peace.

Volpe, M. & Strobl, S. (2003). Dispute resolvers in a post-September 11th world.
     Practical Dispute Resolution, 3, (1), (pp. 1-15)

WebCT Discussion: John Paul Lederach and Janice Jenner (2002) *Into the Eye of the
     Storm: A Handbook of International Peace building.* San Francisco; Jossey Bass.
     TBD

Week 3: April 21-22, 2007   **11:00 a.m. – 5:00 p.m.**
Integration and Conclusion

Mayer, Bernie. (2004) Beyond Neutrality. San Fransisco: Jossey Bass. Read: Part 2 (pp.
     pp 248 – 280).

Sweetman, D. (2001). *Peace and conflict resolution in the face of terror.* Retrieved 2/2/2002 from http://www.trinstitute.org/ojpcer/pterror.html

Wing, L. and Rifkin, J. "Racial Identity Development and the Mediation of Conflicts." In C. L. Wijeyesinghe and B.W. Jackson (eds.), New Perspectives on Racial Identity Development: A Theoretical and Practical Anthology. New York: New York University Press, 2001.

Jayne Seminare Docherty. (2005) *The Little Book of Strategic Negotiation.* Intercourse, PA: Good Books

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Rouhana, N. & Kellman, H. (1994). Promoting joint thinking in international conflict: An Israeli- Palestinian continuing workshop. *Journal of Social Issues, 50,* 157-178.

WebCT Discussion: John Paul Lederach and Janice Jenner (2002) *Into the Eye of the Storm: A Handbook of International Peace building.* San Francisco; Jossey Bass. TBD

Group presentations / CELEBRATION