

# Integration of Theory and Practice

## CONF 642 Section 002 – Spring 2008

<u>Class Time:</u>	Wednesday, 1:30 – 4:10pm
<u>Location:</u>	Arlington Campus, Truland Building, Room 333A
<u>Instructor:</u>	Patricia Maulden, Ph.D. 703.834.5666 <a href="mailto:pmaulden@gmu.edu">pmaulden@gmu.edu</a>
<u>Office Hours:</u>	By appointment

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### Course Description and Objectives

This course, taken in the final semester of the masters program, gives students a formal structure in which to organize their thinking around the general field of conflict resolution and around their own studies within that field. Throughout the course, students will look back on theories, intervention strategies, and research methods from all masters level classes. This reflection will point out links between theory types and conflict and resolution dynamics. On the other hand, theoretical and practical gaps will also emerge. In-class discussion will probe the linkages and the gaps in order to help students develop a more comprehensive, integrated understanding of conflict analysis and resolution.

#### During the course class participants will:

- ⊖ Review prior course work as well as critique the outline of the master's program
- ⊖ Examine conceptions of theory and practice and reflect on how these constructions could be useful in other arenas or job situations
- ⊖ Develop an individualized matrix of conflict analysis, resolution, and research strategies
- ⊖ Begin the cognitive process of operationalizing what has been learned while at ICAR

## Course Expectations

1. Consistent attendance. Barring exceptional circumstances, you will be expected to attend class on a regular basis.
2. Effective preparation. Class involves discussion and activities that depend on advance preparation.
3. Appropriate participation. Actively engage in the course in all class formats.
4. Course completion. In keeping with departmental policy, incomplete grades will be given only in cases of illness, either personal or in an immediate family member.

## Course Requirements

1. Participation 20%  
Regular attendance is required and excessive absences may result in a failing grade. In the event of your having to be absent more than one of two class meetings, please consult with the instructor. Students are also expected to come to class prepared to engage with the topics and with their fellow students in a learning community format. In addition, each student will have an opportunity to assign readings for and to facilitate one section of class discussion.
2. Integration Exercise 20%  
On **February 13**, essay topics/questions will be handed out. The essays will be due in class **February 27**. Students will be asked to write one or two essay-style responses reflecting specific questions and demonstrating their understanding and application of the concepts of integration. **Due: February 27.**
3. Group Presentation 30%  
Small groups will each chose an ongoing conflict case. With the case as context, the group will develop a theoretical matrix and analytical framework that will illustrate their findings. The matrix or framework, underpinned by theory, will be the ground upon which the group's research strategy as well as choice of intervention modality will be constructed.  
The main purpose of the group project will be to develop an integrated approach to analyzing, researching, and proposing an intervention strategy within a particular and current conflict situation.  
**Group case study choices due February 6.**  
**Group presentations on April 16.**

#### 4. Final Paper

30%

This paper is designed to let each student develop a conflict analysis and resolution map of their own particular program interests and foci. From the point of view of your own writing, research, and practice, what does your conflict map look like? What theories underpin the components of practice and research? How does this all come together for you? The paper should be 20-25 pages, double-spaced.

**A brief proposal outlining your paper is due March 19.**

**Final paper is due May 7.**

## Readings

### Required Book

Cheldelin, Sandra, Daniel Druckman, and Larissa Fast, eds. 2003. *Conflict: From Analysis to Intervention*. London: Continuum.

### Suggested Reading

Jeong, Ho-Won. 2000. *Peace and Conflict Studies: An Introduction*. Burlington, VT: Ashgate Publishing Company.

Ramsbotham, Oliver, Tom Woodhouse, and High Miall. 2005. *Contemporary Conflict and Resolution*. Second Edition. Cambridge, UK: Polity Press.

Schellenberg, James A. 1996. *Conflict Resolution: Theory, Research, and Practice*. Albany: State University of New York Press.

### Articles

The articles may be found on the GMU Library page as E-Reserves unless otherwise noted. The password is 'integration.'

Argyris, Chris and Donald A. Schön. 1992. Chapter 1. Theories of Action. *In Theory in Practice: Increasing Professional Effectiveness*. San Francisco: Jossey Bass Publishers.

Argyris, Chris and Donald A. Schön. 1992. Chapter 2. Evaluating Theories of Action. *In Theory in Practice: Increasing Professional Effectiveness*. San Francisco: Jossey Bass Publishers.  
(Class handout)

Cheldelin, Sandra I., Wallace Warfield with January Makamba. 2004. *Reflections on Reflective Practice*. Research Frontiers in Conflict Analysis and Resolution. (Class handout)

Chilton, Stephen and Maria Stalzer Wyant Cuzzo. 2005. Habermas's Theory of Communicative Action as a Theoretical Framework for mediation Practice. *In Conflict Resolution Quarterly*. Volume 22, No. 3, pages 325-348. (E Journals)

- Macduff, Ian. 2006. Your Pace or Mine? Culture, Time, and Negotiation. *In Negotiation Journal*. Volume 22, No. 1, pages 31-45. (E Journals)
- Macfarlane, Julie and Bernie Mayer. 2005. What Theory? How Collaborative Problem-Solving Trainers Use Theory and Research in Training and Teaching. *In Conflict Resolution Quarterly*. Volume 23, No. 2, pages 259-276. (E Journals)
- Maiese, Michelle. 2006. Engaging the Emotions in Conflict Intervention. *In Conflict Resolution Quarterly*. Volume 24, No. 2, pages 187-195. (E Journals)
- Marsick, Victoria. 2000. Learning Through Reflection. *In The Handbook of Conflict Resolution: Theory and Practice*. Morton Deutsch and Peter T. Coleman, eds. San Francisco: Jossey-Bass Publishers.
- Nader, Laura. 1998. Harmony Models and the Construction of Law. *In Conflict Resolution: Cross Cultural Perspectives*. Kevin Avruch, Peter W. Black, and Joseph A. Scimecca, eds. Westport, CT: Praeger Publishers.
- Schein, Edgar. 1998. Communication Processes. *In Process Consultation Volume I*. Reading, MA: Addison Wesley Publishing Company.

## Class Agenda

- Week 1      January 23      Course Introduction  
 Introductions, review of syllabus and course requirements, explore student expectations, and begin discussion of integration. Discuss group project structure.  
 Assignment 1: Review program materials and organize them into theory, practice, and research, as listed below. Bring to class on January 30.
- |            |                                      |
|------------|--------------------------------------|
| Theory 1   | Conflict causes and dynamics         |
| Theory 2   | Resolution approaches and processes  |
| Practice 1 | Formalized approaches and processes  |
| Practice 2 | Reflection and practice              |
| Research 1 | Review, test theory and practice     |
| Research 2 | Apply results to theory and practice |
- Week 2      January 30      Theory I  
 Review assignment 1  
 What is integration and why does it matter  
 Examine theories/frameworks of conflict  
Readings:      Cheldelin Chapters 2-5  
                     Optional: Schellenberg Chapter 1-6  
                     Jeong Chapters 2, 3, 6

- Week 3      February 6                      Theory II  
 Examine theories and frameworks of resolution.  
 Explore levels and units of analysis.  
Readings:      Argyris & Schön (E Reserves)  
                          Argyris & Schön (Handout)  
                          Cheldelin Chapters 6-10  
Group case study choice due.
- Week 4      February 13                      Theory Integration  
 Discuss readings.  
Readings:      Chilton & Cuzzo  
                          Macfarlane & Mayer  
                          Ramsbotham, Woodhouse, & Miall Chapter 14  
Essay topics handed out.
- Week 5      February 20                      Practice I  
 Explore intervention strategies  
Readings:      Cheldelin Chapters 11-17  
                          Optional: Schellenberg Chapters 7-12
- Week 6      February 27                      Practice II  
 Discuss reflective practice approaches.  
Readings:      Cheldelin, Warfield, & Makamba  
                          Marsick  
                          Nader  
                          Schein  
Essay paper due.
- Week 7      March 5                                      Guest Speaker / Film
- Week 8      March 12                                      Spring Break
- Week 9      March 19                                      Theory/Practice Integration  
 Develop linkages/frameworks of theory/practice  
 Explore frameworks and units/levels of analysis  
Readings:      Maiese  
                          Macduff  
3-5 page final project outline due.

Week 10      March 26                              Missing Pieces I

Examine gaps in theory and practice

Readings:      Ramsbotham et al. Chapters 11-13

Optional: Jeong Chapter 7

Week 11      April 2                                      Missing Pieces II

Explore why gaps in theory and practice

Discuss conflict map progress

Group project work

Readings:      Ramsbotham et al Chapters 15-16

Week 12      April 9                                      Research I & II

Discuss purposes, practices of research

Consider research possibilities in the 'real world'

Group project work

Optional readings:      Jeong Chapter 4

Schellenberg Chapter 2

Week 13      April 16                                      Group Presentations

Week 14      April 23                                      Course Materials Integration

Discuss class findings, concerns, ideas for change

Discuss final projects

Week 15:      December 3                                      Next Steps

Wrap up of course themes and concepts

Student evaluations

Final Papers Due: May 7.