

**CONF 101- 06 - Conflict and Our World**  
**Introduction to Conflict Analysis and Resolution**  
**Fall 2012**

Instructor: Molly Tepper

Class: MWF - 10:30am- 11:20am

Email: [mtepper@gmu.edu](mailto:mtepper@gmu.edu)

Classroom: University Hall Bldg. Rm. 1203

Office: Northeast Module II, Room 117

Office Hours: Mondays 11:45-1:00, or by appointment

**Introduction-**

This introduction to the interdisciplinary study of conflict analysis and resolution examines how and why conflicts occur in society, what we can do to mitigate their destructive aspects and reinforcing their constructive potential. The course includes an overview of the field, including the central approaches to analyzing conflict, an extended case study of a conflict, and an examination of several forms of intervention at each level within society wherein the conflicts are centered. We will highlight the biological, societal, structural, and cultural factors that play a part in conflict and its resolution. At the end of the course, you should be able to analyze a conflict, appreciate the contextual factors that influence conflict, know the major conflict resolution techniques, and understand the complexity of the most pressing contemporary conflicts.

Conflict 101 fulfills the University General Education requirement for Social and Behavioral Sciences.

**Assignments and Dates-**

This course will be evaluated in the following way:

Participation	10%	
4 Mini Quizzes	20%	September 21 <sup>st</sup> , October 12 <sup>th</sup> , November 9 <sup>th</sup> , December 5 <sup>th</sup>
4 Mini Assignments	25%	September 7 <sup>th</sup> , October 1 <sup>st</sup> , October 29 <sup>th</sup> , November 19 <sup>th</sup>
Team Presentations	20%	November 28- December 7 <sup>th</sup>
Paper Proposal	0%	Friday October 26 <sup>st</sup>
Final individual paper	25%	Friday December 14 <sup>th</sup> by 11 pm.

**Participation-**

10% of your grade will be based upon your participation in class. Attendance is taken each class, so please arrive on time as arriving late will affect your participation marks. As some materials will be discussed only in class and not in the readings, you will find that regular attendance will

improve your grades. While there is a fair bit of reading, please know that the participation mark is also dependent upon your knowledge of the readings.

Please turn off all technologies that may interfere with your learning and note that computers may be banned from the classroom if they become a distraction. As the classes are less than an hour, please attend to personal needs before or after the class.

For this course, I strongly encourage you to be informed about the latest current events in your local community, as well as nationally and internationally. This may be achieved through reading daily newspapers such as *The New York Times* and *The Washington Post*, or by listening to the BBC news or National Public Radio News, among others.

I welcome and encourage class discussions and respectful debate. Please be aware of and considerate of others' perspectives and sensitivities on various issues and know that it is acceptable to agree to disagree.

At times there will be experiential exercises which may include mobility or other issues that may be of concern to the student. Please advise the Professor of any concerns you may have about participating in a given exercise. Similarly, if there is unfamiliar language or terminology, especially as some terms have specialized meanings in the field of conflict resolution, please do not hesitate to ask.

#### Assignments and Mini Quizzes and other Grade Opportunities-

Four assignments reflecting the core skills of the field will be **due September 7<sup>st</sup>, October 1<sup>st</sup>, October 29<sup>th</sup> and November 19<sup>th</sup>**. Comprising 25% of your total grade, these short papers (3-5pgs) should reflect the readings and the course content learned up to that date. Appropriate research with proper citations is expected. The assignments will be given out approximately the week before they are due. Assignments are to be uploaded to Blackboard through SafeAssign where appropriate.

These assignments are supplemented by four review mini quizzes. Completed in the first 20 minutes of a class, the quizzes will have two parts: a "multiple choice/fill in the blanks" section and a short answer section. These quizzes are also worth 20% of your total grade. **The dates for the mini quizzes are: September 21<sup>st</sup>, October 12<sup>th</sup>, November 9<sup>th</sup>, December 5<sup>th</sup>.**

Make-up exams and extensions of time for assignments will be arranged **ONLY** for documented personal illness or family emergencies. Students with documented disabilities who may be interested in making alternative arrangements are requested to contact the Professor as early in the term as possible. Late assignments will have 4 points deducted from the final grade.

#### *Additional Bonus Opportunities:*

At times throughout the semester, there are opportunities to practice conflict analysis and resolution or learn about course related topics at events such as CAR presentations, training

sessions or through other supplemental readings. A short paper (2-3 pages maximum) providing an overview of the event/topic, and showing and applying CAR theories from the course can be submitted for additional bonus points (up to 3 points each) at any time during the course.

In –Class Group Presentations:

Early in the semester, you will be divided into groups of 2-3 to work on a team presentation about a conflict or conflict related topic of each team's choice. The team will present a joint 10-15 minute presentation at the end of the course. A jointly written one- two page paper that outlines the presentation topic will be **due October 26<sup>st</sup> in class** (not graded). The teams will then briefly meet with the professor to review the direction of the presentation. This project will include a group member peer review as part of the grade. *Please speak with the Professor as early as possible if the team is experiencing any difficulties.*

Final Individual Paper-

Worth 25% of your final grade, this research paper is based around the topic of your class presentation and will reflect the conflict theories and conflict resolution mechanisms from the course content. The paper should be between eight to ten pages (8-10) in length (not including your bibliography), be double spaced and use 12pt Times New Roman font. Proper grammar and spelling, citations, cover pages, page numbering, footnotes, and bibliography are expected. **Please use *Chicago Manual of Style (CMS)* for citation purposes.** As well, **make sure to review your papers for possible plagiarism.** Papers should include at least two pages worth of bibliographic references that should be drawn from at least three different research resources (*not including* internet sources).

Your research librarian at Fenwick Library is Sarah Sheehan (703- 993-3709). Do not hesitate to contact her with specific questions about Library holdings and more general research methods. I also highly recommend using Zotero for your research, citations, and bibliographies. (See [zotero.org](http://zotero.org)).

Make-up exams and extensions of time for assignments will be arranged **ONLY** for documented personal illness or family emergencies. Students with documented disabilities should make arrangements early in the term with the Professor. Late assignments will have 4 points per day deducted from the grade.

**Plagiarism and Honor Codes:**

You are expected to abide by George Mason University’s Honor Code while preparing all work for this class. If you have any questions about Honor Code issues (e.g., whether you are permitted to discuss an assignment with a fellow student), are uncertain about how to cite a source, or if you have observed Honor Code violations, please contact the Professor immediately. Please note: Plagiarism can result in expulsion and banning from all academic institutions everywhere ending your desired career.

All George Mason University students have agreed to abide by the letter and the spirit of the Honor Code. You can find a copy of the Honor Code at: [academicintegrity.gmu.edu](http://academicintegrity.gmu.edu).

All violations of the Honor Code will be reported to the Honor Committee for review. With specific regards to plagiarism, three fundamental and rather simple principles to follow at all times are that: (1) all work submitted be your own; (2) when using the work or ideas of others, including fellow students, give full credit through accurate citations; and (3) if you are uncertain about the ground rules on a particular assignment, ask for clarification. If you have questions about when the contributions of others to your work must be acknowledged and appropriate ways to cite those contributions, please talk with the professor. There is a plagiarism checker available to you via Blackboard.

S-CAR requires that all written work submitted in partial fulfillment of course or degree requirements must be available in electronic form so that it can be compared with electronic databases, as well as submitted to commercial services to which the School subscribes. Faculty may at any time submit a student’s work without prior permission from the student. Individual instructors may require that written work be submitted in electronic as well as printed form. SCAR’s policy on plagiarism is supplementary to the George Mason University Honor Code; it is not intended to replace or substitute for it.

**Grading:**

The course will be graded according to the following:

Points Accumulated	Grade	Points Accumulated	Grade
95-100	A+	67-69	C+
87-94	A	64-66	C
80-86	A-	60-63	C-
77-79	B+	51- 59	D
74-76	B	0-50	F
70-73	B-		

Opportunities to obtain additional bonus points will be made available throughout the semester. Note the dates for the Brown Bag and Dialogue and Difference events in the agenda below. (Also see section above for more information).

### **Student Services:**

GMU Writing Center- “The Writing Center seeks to foster a writing climate on campus and beyond by offering free writing support to George Mason students, faculty, staff and alumni. No matter what your writing abilities are, writing specialists can help you develop the skills you need to become a successful writer.

Free services include: One-on-one 45 minute sessions with a writing specialist; online writing lab; one-on-one sessions with an ESL specialist; workshops on such topics as documenting sources, grammar and punctuation; writing handouts on a variety of subjects; a library of handbooks and writing manuals; [and an] online chat with a tutor about papers submitted to the Online Writing Lab” (<http://writingcenter.gmu.edu>).

### **Disability Support Services-**

Any student with documented learning disabilities or other conditions that may affect academic performance should: 1) make sure this documentation is on file with the Office of Disability Support Services (993-2474) to determine the possible accommodations you might need; and 2) contact her or his instructor to discuss reasonable accommodations.

“George Mason University is committed to providing appropriate services and accommodations that allow self-identified students with disabilities to access programs and activities at the university as stated in Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990. To achieve this goal, the university maintains and supports the Disability Resource Center Office, which is responsible for assuring that students receive the services and accommodations to which they are entitled. The professional staff of the Disability Resource Center Office coordinate services for students with disabilities, determine reasonable services and accommodations on the basis of disability, and act as a liaison between students and faculty/administration on concerns relating to services and accommodations” (<http://www.gmu.edu/departments/advising/dss.html>).

### **Other Resources: -**

Counseling and Psychological Services : GMU students have access to free counseling and psychological services. See- [caps.gmu.edu](http://caps.gmu.edu)

Student Health Services: GMU students have access to free health services. See- [shs.gmu.edu](http://shs.gmu.edu)

Sexual Assault Services: Available for both genders. See- [sas.gmu.edu](http://sas.gmu.edu)

Office for Academic Integrity: See - [academicintegrity.gmu.edu](http://academicintegrity.gmu.edu)

Financial Aid Services: See- [financialaid.gmu.edu](http://financialaid.gmu.edu)

### **Research resources:**

[library.gmu.edu](http://library.gmu.edu)

[catalog.wrlc.org](http://catalog.wrlc.org)- Washington Research Library Consortium

[infoguides.gmu.edu/conf101](http://infoguides.gmu.edu/conf101)

[zotero.org](http://zotero.org)

### **Required Texts and Readings-**

The following books are available to purchase or rent at the University Bookstore. Used copies are available for purchase as well.

- Dean G. Pruitt and Sung Hee Kim (2004). *Social Conflict: Escalation, Stalemate, and Settlement*. 3rd Edition. New York: McGraw-Hill. (Referred below as **PK**)

- William Wilmot and Joyce Hocker (2011). *Interpersonal Conflict*. 8<sup>th</sup> edition. New York: McGraw-Hill. (Referred below as **WH**)

- E-reserve materials. Additional readings have been placed on E-reserves via the library website (under reserves). I will be announcing and posting the password to access them on Blackboard. These Pdfs can be downloaded onto thumb-drives and taken to the print center to be bound into a course reader if you prefer to utilize hardcopies(fees are charged).

- Regular review of a respectable newspaper, radio show, or media outlet. (See “CRAAP” test under the GMU Library Conflict 101 infoguide)

### **Recommended Texts:**

If wish to improve your writing and referencing skills it is highly recommended that you purchase the first text. If you have any concerns about plagiarism buy these texts or find variations of these online.

Either:

- Diana Hacker (2010). *A Writers Reference with 2009 MLA and 2010 APA Updates*. 6<sup>th</sup> Edition. New York: Bedford/St. Martins’s.

**Or**

- Diana Hacker (2010). *A Pocket Style Manual with 2009 MLA and 2010 APA Updates*. 5<sup>th</sup> Edition. New York: Bedford/St. Martin’s. (this is a shorter version of the next recommended text)

### **COURSE AGENDA**

Each week is loosely divided into three sections. Each section covers theory of a conflict topic area, analysis of the conflict dynamics, and an introduction to the corresponding conflict resolution mechanism. The course is structured to follow escalating levels of societal conflicts. Some classes may focus entirely on an exercise, case study, or skill.

#### **Week 1 Welcome-**

Readings for week 1-

Aug 27 – Welcome- Please review and bring your course syllabus

Aug 29 – Introduction to Conflict and Research Methods

Pruitt and Kim (**PK**) pg. 7- 13 and Melchin and Picard pg. 26- 43 (or 48 if wish)

August 31- Introduction to Conflict Processes-

Wilmot and Hocker(**WH**) pg. 11- 19, pg. 27-33, pg. 56-68. and **PK** pg. 87- 100 (Chapter 5)

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## **Week 2- Foundations of Conflict- The Intra/interpersonal level (I)**

Readings for Week 2-

Sept. 3 – Labor Day- NO CLASS

Sept. 5 – Intra-personal Conflict Sources

WH - pg. 35- 68 and pg. 194- 203 (204-216 if wish)

Sept. 7 – Emotions and Conflict Styles\*\* **ASSIGNMENT #1 DUE\*\***

WH - pg. 194-207, pg. 144-148 (complete the styles questionnaire and read pg. 174-175)

Optional readings- WH pg. 149- 191 and pg. 207-216

## **Week 3 - Interpersonal Conflict (II)**

Readings for week 3-

Sept. 10- Interpersonal Conflict Sources- Self and Other

PK – pg. 15 -36

∞Sept. 11<sup>th</sup>- *Brown Bag Presentation*- 12:00- 1:30pm SUBII Rm. 3&4

Sept. 12- Toward Solving Interpersonal Conflicts

PK - pg. 189- 225 (Chapter 10) and pg. 226-258 (Chapter 11)

Sept. 14- Mediation Exercise

WH - pg. 271-294 \***Key readings- pg. 288-289\***, PK – pg. 199-208

Review handout materials

## **Week 4- Community Conflicts**

Readings for week 4-

Sept. 17- Community-Based Conflicts and Sources-

John Burton - “Needs Theory”. pg. 32-40 (see e-reserves on the Library website)

Sept. 19 – Escalation and De-escalation

PK - pg. 121- 150

Sept. 21 – Community- Based Conflict Resolution \*\***QUIZ 1\*\***

No readings- Review handout materials

## **Week 5 - Organizational Conflict**

Readings for week 5-

Sept. 24- Organizational Conflict and Power

WH - pg. 103- 133 (optional pg. 134-143) (Chapter 4)

∞Sept. 25<sup>th</sup> *Dialogue and Difference*- Topic TBA 6:30- 9:00pm, Research 1, Rm. 163

Sept. 26- Mapping organizational Conflicts

WH - pg. 218-242 (Chapter 7)

Sept. 28- Negotiation and Organizational Conflict Resolution

WH pg. 244- 270 (Chapter 8), Prepare for Negotiation exercise

## **Week 6- Intergroup conflicts**

Readings for week 6-

Oct. 1- Identity, Ethnicity and Conflict (Part I) \*\***ASSIGNMENT #2 DUE\*\***

Celia Cook- Huffman- “The Role of Identity in Conflict”. Pg. 17- 29.

- Oct. 3- Identity, Memory, History and Conflict (Part II)  
Vamik Volkan - "Ethnic Tents" and "Chosen Traumas". Pg. 19-28 and 36-49
- Oct. 5- Cross-Cultural Conflict Resolution  
No readings- Review handout materials

### **Week 7- Societal conflicts**

Readings for week 7-

- Oct. 8- NO CLASS- Class is FOLLOWING DAY- Tuesday Oct. 9<sup>th</sup>.
- Oct. 9- Introduction to Societal Sources of Conflict  
Kriesberg and Dayton- "Bases of social conflicts". Pg. 23-47
- Oct. 10- Dynamics of Societal Conflicts-  
Kriesberg and Dayton- "Emergence of conflicts". Pg. 49-84
- Oct. 12- Engaging Societal Conflicts - **\*\*QUIZ #2\*\***  
Review handout materials

### **Week 8 - Governing conflicts**

Readings for week 8-

- Oct. 15- Governing the Public Commons  
PK - pg. 171- 188 (Chapter 9)
- ∞ Oct. 16<sup>th</sup>- Brown Bag Presentation- 12:00- 1:30pm SUBII Rm. 3&4
- Oct. 17- Governing Systems- Structures and Dynamics  
PK - pg. 63- 84 (Chapter 4)
- Oct. 19- Public Dispute Resolution and Consensus Building  
Review of handouts

### **Week 9- Intra State conflicts (1)- Pre conflict**

Readings for week 9-

- Oct. 22- Starting Revolutions –  
Sydney Tarrow. "Contentious Politics and Social Movements" pg. 10- 25
- Oct. 24 – Dynamics of Opposition  
Paul Collier –"Wars: The Political Economy of Destruction"- pg. 121- 140
- ∞Oct. 24<sup>th</sup> *Dialogue and Difference*- Topic TBA 6:30- 9:00pm, Research 1, Rm. 163
- Oct. 26- Prevention and Social Change **Group Interim Report Due**  
Martin Luther King "I have a Dream" Speech- Listen to the original (whole 17min.) -  
speech at <http://www.archive.org/details/MLKDream>

### **Week 10- Intrastate conflicts (2)- during conflict**

Readings for week 10-

- Oct. 29- The Nature of War **\*\*ASSIGNMENT #3 DUE\*\***  
Patricia Maulden "Fighting Young: Liberia and Sierra Leone" Pg. 66-79
- Oct. 31 - Liberia Case study- Part I
- Nov. 2- Liberia Case study- Part I



### **Week 11- Intrastate conflicts (3)- Post conflict**

Readings for Week 11-

Nov. 5- Liberia Case study- Part I

Nov. 7- Liberia Case Study –Part II

Ho-wan Jeong- “Development”. Pg. 135- 154.

Nov. 9- Liberia Case study- Part II -\*\*QUIZ #3\*\*

### **Week 12- International Conflicts**

Readings for week 12-

Nov. 12 – International Conflict Theory- \*\*ASSIGNMENT #4 DUE\*\*

Christian Mellon- ““Just War”: The Catholic Church Updates Its Legacy”. Pg. 53- 68

Michael Quinlan - “Modern Application of the “Just War” Tradition”. Pg. 43- 53

∞ Nov.13<sup>th</sup> - Brown Bag Presentation- 12:00- 1:30pm SUBII Rm. 3&4

Nov. 14- A “Clash of Civilizations?”

Kevin Avruch- “Culture Theory, Culture Clash, and the Practice of Conflict Resolution”.  
Pg. 239-251.

Recommended reading - Samuel Huntington- Online e-journal resource - NOT IN E-RESERVES. See below for citation.

∞Nov. 15- *Dialogue and Difference* – Topic TBA- 6:30- 9:00, Research 1, Rm. 163

Nov. 16- International Conflict and Conflict Resolution

No readings- Review handout materials.

### **Week 13- Tran-Global conflicts**

Nov. 19- A Trans- Global World

No readings- special topics

Nov. 21- No class- Thanksgiving

Nov. 23- No class- Thanksgiving

### **Week 14- Final Projects**

Nov. 26- Team Presentations

Nov. 28- Team Presentations

Nov. 30 - Team presentations

### **Week 15- Final Projects**

Dec.3- Team presentation

Dec. 5- Team presentation \*\*QUIZ #4\*\*

Dec. 7 - Team presentations -Last day of class

**Exam Week - Final papers due Friday Dec. 14<sup>th</sup>. All papers must be submitted through SafeAssign before 11pm. Late papers will be docked 4 pts. a day.**

## **E-Reserve Readings:**

Avruch, Kevin. (2008). "Culture Theory, Culture Clash, and the Practice of Conflict Resolution" In *Handbook of Conflict Analysis and Resolution*. Dennis Sandole et al. eds. London and New York: Rutledge. Pg. 239-253.

Collier, Paul ( 2009). "Wars: The Political Economy of Destruction". In *Wars, Guns and Votes: Democracy in Dangerous Places*. New York: HarperCollins Books. Pg. 121- 140.

Cook-Huffman, Celia. (2008). "The Role of Identity in Conflict" In *Handbook of Conflict Analysis and Resolution*. Dennis Sandole et al. eds. London and New York: Rutledge. Pg. 17- 29.

Huntington, Samuel. (1993). "A Clash of Civilizations?". *Foreign Affairs*. Summer. Pg. 22-49. **NOT IN E-RESERVES-** (Article can be found through the **GMU Libraries e-journals** by looking up the journal title and edition. E- journals can be accessed off campus through the GMU library website. Ask a librarian if you need help).

Jeong, Ho-wan. (2005). " Development". In *Peacebuilding in Post Conflict Societies*. Boulder and London: Lynne Rienner Publishing. Pg. 123- 154..

Kriesberg, Louis and Bruce W. Dayton. (2012). -"Bases of Social Conflicts" and "The Emergence of Conflicts". In *Constructive Conflicts: From Escalation to Resolution* Lanham MI: Rowman&Littlefield Pub. Inc. Pg. 23- 48 and 49-84.

Maulden, Patricia. (2011). "Fighting Young: Liberia and Sierra Leone". In *Women Waging War and Peace: International Perspectives of Women's roles in Conflict and Post-Conflict Reconstruction*. Sandra I. Cheldelin and Maneshka Eliatamby, eds. New York: Continuum Publishing Limited. Pg. 66-81.

Melchin, Kenneth, Picard, Cheryl. (2008) " Studying Conflict: Where Have We Arrived and Why We Think About Insight?" In *Transforming Conflict Through Insight*. Toronto: University of Toronto Press. Pg. 26-48.

Mellon, Christian. (2008) " "Just War": The Catholic Church Updates Its Legacy". In *Justifying War: From Humanitarian Intervention to Counterterrorism*. Gilles Andreani and Pierre Hassner, eds. New York: Palgrave McMillan. Pg. 53- 68.

Quinlan, Michael."Modern Application of the "Just War" Tradition" In *Justifying War: From Humanitarian Intervention to Counterterrorism*. Gilles Andreani and Pierre Hassner, eds. New York: Palgrave McMillan. Pg. 43- 53.

Tarrow, Sidney (1998). " Contentious Politics and Social Movements". *Power in Movement: Social Movements and Contentious Politics*. 2<sup>nd</sup> ed. New York: Cambridge University Press. Pg. 10- 25.

Volkan, Vamik (1997). "Ethnic Tents: Descriptions of Large-Group Identities," and "Chosen Trauma: Unresolved Mourning." In *Bloodlines: From Ethnic Pride to Ethnic Terrorism*. Boulder, CO: Westview Press. Pg. 19-28 and 36-49.