URI Graduate School - LHR 546: Negotiation & ADR
Summer 2018 Syllabus and Course Information

Instructor’s Contact Information:
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Course Description: Negotiation and Alternative Dispute Resolution – Examination of the interpersonal dynamics of bargaining and conflict resolution processes, including interest-based or collaborative bargaining in a variety of contexts; labor relations, community, environmental, divorce, racial, or commercial.

Structure of Course: This course is intended to provide students with a thorough understanding of the theory, strategy and practice of negotiation in both transactional and dispute resolution settings. There will also be coverage of other methods of conflict resolution including mediation and arbitration. The course is also designed to instill in each student a sense of comfort and confidence that he or she will be able to effectively negotiate or otherwise engage in a variety of conflict resolution processes. That understanding and sense of self-confidence will be gained by a variety of approaches that will include:

$ Carefully reading in advance of each class of an assignment in the textbook that will present theoretical and conceptual material about the subject to be discussed and practiced that class;
$ Class discussion of the assigned reading material and occasional demonstrations;
$ Participation in simulation exercises during the latter part of each class followed by an immediate debrief of the exercise and further discussion;
$ Preparation of occasional short writing assignments;
$ Completion of a final observed final negotiation exercise.

The class will meet twice weekly: Tuesdays and Thursdays from 6:00 until 9:45 p.m. commencing with Tuesday, June 26, 2018 and ending on Thursday, July 26, 2018.

The occasional writing assignments will generally be distributed at the Thursday class and will be due by the beginning of the following Tuesday class. You may submit those assigned by typed hard copy or by email to the instructor at the email address indicated below.

The instructor will generally distribute information for simulation negotiation and other exercises in advance of each class for that evening’s simulation exercise. Generally, this information will come by e-mail. Please make sure that the e-mail address that the instructor has is the best one for you to receive class information. It is expected that you will spend a sufficient amount of time in advance reviewing that information and preparing for the simulation exercise.
Evaluation and Grading:

Your overall grade in the course will be based upon the following:

$ The grades earned on the various weekly writing assignments (50 %); 
$ Your participation in class discussion and the quality of your efforts at negotiation during the weekly simulation exercises (25 %); and 
$ Your performance on the video-recorded final negotiation exercise (25 %).

Schedule of Reading, Writing and Simulation Assignments:

Required textbook:


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<tr>
<th>Assignment Dates</th>
<th>Subject</th>
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<tr>
<td>Tuesday 06/26</td>
<td><strong>Introduction to the Study of Negotiation &amp; Conflict Resolution</strong></td>
<td>Fowler, Ch. 1, pp. 3-29</td>
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<td>Reading:</td>
<td>Fowler, Ch. 1, pp. 3-29</td>
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<td>Simulation Exercises:</td>
<td>Draw A House</td>
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<td>Thomas Kilmann Conflict Assessment</td>
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<td>Simple Transactional Negotiation – The Grady White</td>
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<td>Thursday 06/28</td>
<td><strong>Preparing to Negotiate; Identifying and Defining the Bargaining Zone</strong></td>
<td>Fowler, Ch. 2, pp. 31-65; and Ch. 5, pp.131-158</td>
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<td>Reading:</td>
<td>Fowler, Ch. 2, pp. 31-65; and Ch. 5, pp.131-158</td>
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<td>Simulation Exercises:</td>
<td>Negotiation Preparation Forms</td>
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<td>Dispute Resolution Negotiation - Clean It Right</td>
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<td>Distribute Writing Assignment #1 due Thursday, July 6th</td>
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<td>Tuesday 07/03</td>
<td><strong>Negotiation Strategies and Styles</strong></td>
<td>Writing Assignment #1 Due</td>
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<td>Reading:</td>
<td>Fowler, Ch. 3, pp. 67-98</td>
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<td>Simulation Exercises:</td>
<td>Negotiator’s Dilemma</td>
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<td>Positional Bargaining - The White Album</td>
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Thursday 07/05  
**In the Negotiation Session**  
Reading: Fowler, Ch. 4, pp. 101-129; and Ch. 6, pp. 161-193  
Simulation Exercises: Roommates Option Generating  
Interest Based Bargaining – *Aqua Drag Race*  
Distribute Writing Assignment #2 due Tuesday, July 11th

Tuesday 07/10  
**Communication & Cultural Challenges, Emotions and Facing Difficult Tactics**  
Writing Assignment #2 Due  
Reading: Fowler, Ch. 7, pp. 195-228; and Ch. 9, pp. 267-301  
Simulation Exercises: *Alpha-Beta Robotics*

Thursday 07/12  
**Multi-Party Negotiations**  
Reading: Fowler, Ch. 11, pp. 333-363  
Simulation Exercises: *Towers Market*  
Distribute Writing Assignment #3 due Tuesday, July 18th

Tuesday 07/17  
**Closing a Deal**  
Writing Assignment #3 Due  
Reading: Fowler, Ch. 8, pp. 231-264  
Simulation Exercise: *Computec &Ocean State*

Thursday 07/19  
**Ethics in Negotiation**  
Reading: Fowler, Ch. 10, pp. 303-332  
Simulation Exercises: *Mossyback Lane*  
Distribute Writing Assignment #4 due Tuesday, July 25th

Tuesday 07/24  
**Resolving Conflict through Mediation or Arbitration**  
Reading: Mediation & Arbitration Reading on Website  
Simulation Exercises: Mediation Exercise – *Black Lab & Prize Roses*  
Distribute Final Observed Negotiation Assignment
Thursday 07/26

Negotiation & ADR in Perspective

Simulation Exercises: Final Observed Negotiation Exercise
Writing Assignments: Negotiation Plan for Final Observed Exercise
                 Post Negotiation Self-Assessment