CONFLICT AND MEDIATION 
(CNMN)

CNMN 400 - CRITICAL AND CREATIVE THOUGHT
Focusing on critical thinking, creativity and logic this course will prepare students to evaluate conflict variables, identify fallacious lines of thinking and to creatively generate solutions. Ethics and professionalism in the conflict resolution and mediation process are explored.
Credits: 3
Attributes: Adult Flex Track

CNMN 410 - INTERPERSONAL COMMUNICATION IN CONFLICT AND MEDIATION
Students examine the dynamics of interpersonal and intergroup conflict with emphasis on the role of identity in conflict. The nature of conflict and communication in all aspects of the conflict resolution process is covered. Students will learn how to deconstruct and resolve conflict in different contexts and will be introduced to mediation skills and online dispute resolution. Using a self-scorable assessment, students will discover which of five conflict handling styles is their preferred mode.
Credits: 3
Attributes: Adult Flex Track

CNMN 420 - CONFLICT MANAGEMENT RESEARCH METHODS
This course introduces students to quantitative and qualitative research methods used in the study of conflict. Particular emphasis is placed on methods to assess conflict and evaluate interventions for specific environments.
Credits: 3
Attributes: Adult Flex Track

CNMN 430 - ALTERNATIVE DISPUTE RESOLUTION (ADR) CONTINUUM
Designed to provide students an understanding of the American Legal System and innovations in ADR, this course familiarizes students with dispute resolution processes such as negotiation, mediation, arbitration, early neutral evaluation and ombudspersons. Students learn the costs associated with and benefits of each process in the continuum.
Credits: 3
Attributes: Adult Flex Track
Prerequisites: CNMN 400 (may be taken concurrently) and CNMN 410 (may be taken concurrently)

CNMN 440 - FACILITATION
In this highly interactive course, participants will learn to use facilitative skills. Students will develop skills in setting ground rules, applying communication strategies, and diagnosing and intervening barriers to positive facilitation.
Credits: 3
Attributes: Adult Flex Track

CNMN 450 - THEORIES OF CONFLICT AND MEDIATION
Designed to introduce students to the foundation and theories of conflict management, this course includes an interdisciplinary introduction to conflict, its sources and major theories. Students gain understanding of various theoretical frameworks, exploring the causes and management of conflicts at various levels including the individual, community, national and international. The multi-disciplinary focus of the course allows participants to see the relationship between established theories to current conflictual situations, emphasizing conceptual explanations for the causes, courses and management of conflict.
Credits: 3
Attributes: Adult Flex Track

CNMN 460 - PUBLIC AND COMMUNITY CONFLICT
Students will examine the role of community dispute resolution in ADR and will apply mediation skills to problems of intervention in workplace/organizational conflicts. Students learn to manage public disputes that occur under the glare of public scrutiny, which require greater flexibility to facilitate large-group processes and deal with media outlets. Students also acquire substantive knowledge of and develop practical skills central to the resolution of intercultural and international conflict. Students examine the process of international conflict resolution through diplomatic negotiation and mediation.
Credits: 3
Attributes: Adult Flex Track
Prerequisites: CNMN 400 and CNMN 410

CNMN 465 - ORGANIZATIONAL AND LABOR CONFLICT AND MEDIATION
Issues relevant to conflict in the workplace and labor market are explored. Union negotiations, workplace bullying, intra and inter-organizational conflict and appropriate approaches to resolution.
Credits: 3
Attributes: Adult Flex Track
Prerequisites: CNMN 430

CNMN 468 - FAMILIAL AND INTERPERSONAL CONFLICT AND MEDIATION
This course will explore the dynamics of interpersonal and familial conflict and the issues that are particular and relevant to this pervasive form of conflict. Appropriate resolution strategies and boundaries are discussed.
Credits: 3
Attributes: Adult Flex Track
Prerequisites: CNMN 430

CNMN 475 - NEGOTIATION TACTICS/NEGOTIATION
This course provides students an understanding of the fundamentals of negotiation theory through a format that includes lecture, role-play, focused exercises and case study. Covered concepts include game theory, distributive and integrative bargaining, principled negotiation, psychological barriers to settlement, and negotiation ethics.
Credits: 3
Attributes: Adult Flex Track
Prerequisites: CNMN 430

CNMN 480 - CONFLICT SIMULATION
Students apply their conflict resolution skills through a series of simulations. Students will serve as mediator and disputants in these simulated case studies as preparation for applied practicums in live situations.
Credits: 3
Attributes: Adult Flex Track
Prerequisites: CNMN 400 and CNMN 410
Course Notes: Additional Practicum course fee

CNMN 485 - SPECIAL POPULATIONS AND CURRENT MEDIATION TOPICS
Special topics relevant to particular populations, situations or current events in the mediation and conflict field are explored.
Credits: 3
Attributes: Adult Flex Track
Prerequisites: CNMN 430
CNMN 490 - ADVANCED APPLIED SKILLS PRACTICUM II
Students apply conflict resolution skills under the supervision of an experienced conflict resolution expert. Placements will be scheduled via the faculty in a Cook County Court. The Advanced Applied Skills course is only offered in the summer and students will be required to attend some court days during the daytime to complete the course. The course does not require full time attendance during the day.
Credits: 3
Attributes: Adult Flex Track
Prerequisites: CNMN 400 and CNMN 410
Course Notes: Additional Practicum fee required