

# CONFLICT AND MEDIATION (CNMN)

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## **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

## **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. How to deconstruct and resolve conflict in different contexts with an introduction 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 and the implications.

Credits: 3

## **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

## **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

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

## **CNMN 460 - PUBLIC AND COMMUNITY CONFLICT**

Students will learn to manage public disputes that occur under the glare of public scrutiny, which requires greater flexibility to facilitate large-group processes and deal with media outlets. Students will acquire substantive knowledge of and develop practical skills central to the resolution of intercultural and international conflict. Students will 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

## **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

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

Prerequisites: CNMN 480