

John Glenn College of Public Affairs
The Ohio State University
PUBAFRS 7551
Negotiation and Public Policy Alternative Dispute Resolution (ADR)
Autumn Semester 2015
Mendenhall Lab Room 129
DRAFT FINAL

Instructor: Maggie Lewis
Lewis.933@osu.edu

Class Hours: Monday / Wednesday, 3:55-5:15 p.m.

Office Hours: Before /after class or by appointment

Course Goals and Objectives

This course will introduce the major concepts and theories of negotiation and alternative dispute resolution (ADR) methods to address and resolve public policy issues. Building from a foundation of negotiation skill essentials, the course will examine the use of dispute resolution techniques at the federal, state and local levels. Course objectives will include familiarity with ADR processes, an understanding of how and when to use third party assistance, and how to select the appropriate process to address stakeholder interests.

More specifically, the course will provide students with:

- An understanding of the core approaches to negotiation and the management of differences
- An opportunity for enhanced negotiation performance
- An understanding of alternative dispute resolution techniques and how ADR is used to address and resolve public issues

Format

Class time is devoted to role plays /exercises, class discussions and lecture.

Materials

Essentials of Negotiation, Roy Lewicki, David M. Saunders and Bruce Berry, Fifth Edition (preferred) McGraw Hill

Readings posted to Carmen

Handouts

The role play and simulation activities require handouts which will be distributed in class. Students are responsible to obtain all materials due to any class absence.

Attendance

Attendance in class is expected. Absence is likely to cause an inconvenience and loss of opportunity to both the absent student and to classmates.

Student Work Requirements

1. Class Participation and Preparation-The class participation segment of the grade will be based on class attendance and the quality of your preparation and contributions. This course requires students come prepared to class. There are two forms of preparation, reading and assignments. Reading has been assigned for each class. Students will be responsible for all reading assignments. Assignments are the role plays, questionnaires and assessments that must be completed for class or between classes. Assignments are due in class on date noted. Points will be deducted for late submittals.
2. Negotiation Preparation Sheets-Negotiation preparation is an essential skill for effective negotiation performance. Three negotiation preparation and outcome documents are required; templates will be provided by the instructor.
3. Graded Negotiation -There will be one graded negotiation in the course. This paper will require you to conduct a live negotiation outside of class. Students will be evaluated on the basis of their performance in the role play and the paper they submit of that role play.
4. Final Project–Due to the vast base of literature on this subject, students will have a great opportunity to customize learning to their specific interest(s). Students will be provided with a book list of foundational and current titles about negotiation and dispute resolution. Students are invited to select a book from this list, submit a “book report” AND apply book learnings to analyze a contemporary public issue negotiation/dispute AND apply analysis of the class team negotiation exercises outcomes (weeks 11-13). Book selections must be submitted by week 9. Project guidance will be provided in class.

Summary of Graded Components	Points
Class Participation	25
Initial Reflection	5
Negotiation Preparation Sheets (3@5points)	15
Graded Negotiation	35
Final Paper and Presentation	45
Total	125

Grading Scale

A	125-113
B	112-100
C	99-87

OSU Policies

Disability

Every effort will be made to provide each student with a meaningful learning opportunity. If there are obstacles which prevent you from learning effectively, please schedule an appointment with the instructor so we can address this issue(s). Any student who feels that s/he needs an accommodation based on the impact of a disability should contact the instructor and/or The Office for Disability Services. This office is located in 150 Pomerene Hall, 1760 Neil Avenue. Telephone 292-3307, TDD 292-0901, <http://www.ods.ohio-state.edu/>

Academic Misconduct

The Ohio State University's [*Code of Student Conduct*](#), Section 3335-23-04 defines academic misconduct as: "Any activity that tends to compromise the academic integrity of the University, or subvert the educational process." Examples of academic misconduct include (but are not limited to) plagiarism, collusion (unauthorized collaboration), copying the work of another student, and possession of unauthorized materials during an examination. Ignorance of the University's [*Code of Student Conduct*](#) is never considered an "excuse" for academic misconduct.

The Ohio State University and the Committee on Academic Misconduct (COAM) expect that all students have read and understand the University's [*Code of Student Conduct*](#), and that all students will complete all academic and scholarly assignments with fairness and honesty. Failure to follow the rules and guidelines established in the University's *Code of Student Conduct* may constitute "Academic Misconduct." Sanctions for the misconduct could include a failing grade in this course and suspension or dismissal from the University. For more information, please reference: <http://oaa.osu.edu/coamfaq.html#academicmisconductstatement>

Week	Dates	Topics and Preparation	Assignments
1.	W8/26	Course Introduction	
<i>Understanding Negotiation Theory and Practice: Skill Building Essentials</i>			
Class sessions to include in-class negotiation exercises, live observation and coaching			
2.	M 8/31	Public Issues Negotiation and Dispute Resolution	
	Readings:	<u>Resolving Public Conflict</u> , E. Franklin Dukes, Manchester University Press, NY, NY 2006 Chapters 1-3 <i>The Evolution of Public Policy Dispute Resolution</i> , Susskind and McKearnen, Journal of Architectural and Planning Research, 1999 http://web.mit.edu/publicdisputes/pdr/evolution.pdf	
	W9/2	Negotiation Planning	Self-Assessment Due
	Readings:	EON Ch. 1 and 4	
3.	M 9/7	Labor Day Holiday / No Class	
	W 9/9	“Win-Lose” Negotiations	Negotiation Prep. Due
	Readings:	EON Ch. 2	
4.	M 9/14	“Win-Win” Negotiations	
	W 9/16		Negotiation Prep. Due
	Readings:	EON Ch.3	
5.	M 9/21	ADR in Federal, State and Local Government	
	Readings:	Federal ADR Resource Guide www.crimo.org/library/external-resource?biblio=26282 archive.opm.gov/er/adrguide/toc.asp ADR Working Group www.adr.gov/guidance.html <i>The Institutionalization of ADR in the Federal Government</i> , Nabatchi, Public Administration Review, 2007	
	W9/23		Graded Negotiation Due
	Readings:	Understanding the Basics of Local Government Decision-Making www.caprcbm.org/uploads/2009_-_LocalGovtDecMaking-w_1_.pdf A Local Official’s Guide to Intergovernmental Conflict www.ca-ilg.org/sites/main/files/file-attachments/2008_-_conflict_resolution_guide.pdf A Manager’s Guide to Resolving Conflicts in Collaborative Networks, Amsler, O’Leary www.businessofgovernment.org/sites/default/files/ConflictsCollaborativeNetworks.pdf	
		Guest Speaker	

www.beyondintractability.org/coreknowledge/consensus-building

12. M 11/9 **Group Exercise Rotation Session 5**
Readings: *Getting Past Yes: Negotiating as if Implementation Mattered*, Ertel
Harvard Business Review, Nov. 2004
www.vantagepartners.com/uploadedFiles/Consulting/Research_And_Publications/Smart_Form_Content/Publications/Vantage_In_HBR/Getting_Past-Yes.pdf
- W11/11 **Veteran’s Day Holiday/ No Class**
13. M11/16 **Session De-Briefs/Evaluations**
W11/18 **Facilitative Leadership**
Readings: *Are You a Collaborative Leader*, Ibarra, et al., Harvard Business
Review, July/Aug. 2011, Vol. 89, Issue 7/8

8 Differences between Traditional and Collaborative Leaders
www.innocentive.com/blog/2013/11/2/8-differences-between-traditional-and-collaborative-leaders/
14. M11/23 Speaker/Assignment TBA
W11/25 **Thanksgiving Holiday/No Class**
15. M11/30 **“Virtual” Negotiation and Collaborative Technologies**
Readings: www.Legalexecutiveinstitute.com/state-and-local-governments-unlikely-supporters-of-odr/
W12/2
Readings: EON Ch.12
- Final Papers Due**
16. M12/7 W/12/9 Project Presentations