



Minor in Conflict Management Proposal

Revisions to the original October 5, 2017 draft

1. The two required courses in the original proposal, DRAM 175 and PLCY/PWAD 330, have been shifted to the practical-based course list.
2. The descriptions for DRAM 175 and PLCY/PWAD 330 have been removed.
3. Students will select three (3) courses from the practical-based course list; one (1) from a list of courses on human behavior and brain function; and one (1) from a list of domestic- and internationally-related courses.
4. Additional elective courses:

HIST 207.006 The Global Cold War
HIST 254 War and Society
HIST 312 History of France and Algeria
HIST 347 Fascist Challenges
HIST 382 History of the Civil Rights Movement
HIST 565 Civil War America
LING 302 Language and Power
LING 543 Language in Politics
RELI 233 Religion and Violence

5. Statement added: "Individual courses that are not on the approved list may count in the minor, subject to review/approval by the director of the minor."

November 16, 2017

Dr. James Thompson
Office of Undergraduate Curricula
CB# 3504

Dear Dean Thompson,

I am pleased to submit this request for approval of an interdisciplinary minor in Conflict Management at the University of North Carolina at Chapel Hill (UNC-CH).

The study of Conflict Management is the study of human behavior during disputes: learning how to manage conflict and achieve outcomes without damaging relationships. People often assume that one acquires these skills during a lifetime by simply being in conflict, but that is not the case. People can spend their entire lives moving from one conflict to another - at home, at school, or at work – simply repeating the same behavior over and over again regardless of the outcomes. The study of conflict management, which can include Negotiation, Mediation, Facilitation, and Arbitration, provides tangible skills that can be used in all areas of life, allowing us to become better conflict managers and thus better citizens of the world.

Nationally the field of conflict management usually is geared toward graduate-students in the schools of Law, Business, and Government. A student of Law needs to learn how to negotiate on behalf of a client; an MBA student needs to learn how to reach the best possible deal for her or his company; and a student of Government needs to learn how to reach consensus over a department's budget. Courses in Negotiation, Mediation, Alternative Dispute Resolution, and Facilitation are filled quickly in these schools at UNC-CH.¹ But why shouldn't undergraduates learn similar skills?

In her *The Atlantic* article, "Have Smartphones Destroyed a Generation?" Jean Twenge writes: "Adolescence is a key time for developing social skills; as teens spend less time with their friends face-to-face, they have fewer opportunities to practice them. In the next decade, we may see more adults who know just the right emoji for a situation, but not the right facial expression."² More and more undergraduate students, who were born from the mid-1990s onward, lack the basic social skills needed to not only deal with conflict, but to simply communicate effectively with others.

The Conflict Management minor will not only make students more attractive to potential employers with government and non-profit agencies, the military, business and international organizations, but will also provide students with valuable communication skills, skills that

¹ Enrollment data: Law 219 Alternative Dispute Resolution: 2014-15 (18 students/18 cap), 2015-16 (22 students/24 cap); Law 467 Negotiation: 2014-15 (47 students/44 cap), 2015-16 (77 students/64 cap); PUBA 768 Mediation Skills: 2014-2015 (38 students/35 cap), 2015-16 (20 students/19 cap); PUBA 769 Facilitation Skills: 2014-15 (17 students/20 cap), 2015-16 (20 students/19 cap). Source: Office of Institutional Research and Assessment (OIRA); Prepared: September 6, 2017.

² Twenge, Jean. "Have Smartphones Destroyed a Generation?" *The Atlantic*, September 2017.

previous generations took for granted. And in addition, they will acquire the tools necessary to analyze conflicts, both those they are parties too and those they observe.

Undergraduate students are currently served on campus by two Negotiation courses: BUSI 545 and PLCY/PWAD 330. Both of these courses are highly popular, showing similar high demand to the subject as the graduate-level courses.³

The Conflict Management minor will require five courses: Students will select three (3) courses from a practical-based course list; one (1) from a list of courses on human behavior and brain function; and one (1) from a list of domestic- and internationally-related courses. Divided into these themes, the program allows students to acquire a holistic approach to the subject.

The practical-based course list allows students to gain skills in negotiation, mediation, and language (both verbal and body), in addition to understanding the processes of conflict and ethics surrounding conflict. In the second list, students select a course that provides them a better understanding of human behavior or brain function, answering questions such as: Why do we stereotype others? How does our brain make decisions? And why do emotions have such an impact on our actions? Such questions are imperative when studying Conflict Management. The final area of the minor looks at the macro perspective of conflict by studying either a domestic conflict (such as the Civil War or the Civil Rights Movement) or an international dispute, such as the Israel-Palestinian conflict, the partition of India, or the former Yugoslavia.

By studying these themes, students acquire a strong understanding of how conflicts emerge, and the obstacles, challenges, and possible ways forward in dealing with conflict, both big and small.

The chair of each department under which courses fall has kindly given her or his approval for the minor application and has provided a letter of support. Courses selected for the minor are regularly offered (most at least once a year, some every other year). Courses that have not been offered in at least two years have not been selected. No existing majors or minors having significant overlap of course requirements or proximity of subject matter that would prohibit students from enrolling in the Conflict Management minor have been identified. Because of the very limited overlap between the PWAD major and this new minor, students who have declared PWAD as their major will have no restrictions enrolling in the minor in Conflict Management—subject to double-counting restrictions. Individual courses that are not on the approved list may count in the minor, subject to review/approval by the director of the minor.

To adhere to the University's requirement, more than half of the credit hours and courses (i.e., 3 courses) taken to satisfy the minor requirements must be counted exclusively in the minor and not double counted in other majors or minors. Three of the five courses must be taken at UNC–CH or in a program sponsored by UNC–CH, and students must have a grade of C or better in at least four of the five courses. The Minor in Conflict Management will follow all other requirements and limitations for academic minors as outlined in the Undergraduate Catalog.

³ Fall 2017 enrollment data: BUSI 545-001 (29 students/30 cap); BUSI 545-002 (29 students/30 cap); BUSI 545-009 (30 students/30 cap); PLCY/PWAD 330-001 (18 students/18 cap). Source: Office of Undergraduate Curricula; Prepared: August 27, 2017.

Prof. Wayne Lee, as chair of the Curriculum in Peace, War, and Defense, will be the minor's director, and Shai Tamari (PWAD) will be the minor's coordinator. In the event that Shai Tamari is unable to assume the responsibilities of coordinator, John Patrick (Department of Dramatic Art) will do so.

This proposal was formally reviewed by the PWAD advisory committee who unanimously voted in support. Thank you for considering this proposal and I look forward to hearing for you.

Sincerely,

A handwritten signature in cursive script, appearing to read "Wayne Lee".

Wayne E. Lee
Dowd Distinguished Professor
Chair, Curriculum in Peace, War, and Defense

Conflict Management minor: Proposed Requirements

The minor is open to all students. Students will select three (3) courses from the practical-based course list; one (1) from a list of courses on human behavior and brain function; and one (1) from a list of domestic- or internationally-related courses.

Practical-based courses (choose three courses):

BUSI 405 Leading and Managing: An Introduction to Organizational Behavior
BUSI 545 Negotiations (1.5 credits; BUSI 405 prerequisite)⁴
BUSI 555 Groups and Teams in Organizations (1.5 credits; BUSI 405 prerequisite)
DRAM 140 Voice Training
DRAM 175 (pending permanent course number approval) Interpersonal Communication: Building a Persuasive Persona under Pressure
MNGT/SOCI 131 Social Relations in the Workplace
LING 302 Language and Power
LING 543 Language in Politics
PHIL 163 Practical Ethics
PLCY/PWAD 330 Negotiation & Mediation: The Practice of Conflict Management
POLI 457 International Conflict Processes
POLI 458 International Conflict Management and Resolution
WGST/WMST 340 Leadership in Violence for Peer Educators

Courses on human behavior and brain function (choose one course):

A required prerequisite for all courses below is PSYC 101 Introduction to Psychology.

PSYC 230 Introduction to Cognitive Psychology
PSYC 260 Social Psychology
PSYC 315 Introduction to Neuroscience (PSYC 101 or BIOL 101 prerequisite)
PSYC 430 Human Memory (PSYC 222 or 230 prerequisite, in addition to 101)
PSYC 501 Personality
PSYC 512 Population, Friendship, and Peer Relations
PSYC 565 Prejudice and Stereotyping (PSYC 260 and 210 prerequisite, in addition to 101)
PSYC 566 Attitude Change (PSYC 260 and 210 prerequisite, in addition to 101)
PSYC 569 Practical Wisdom from Advanced Social Psychology (PSYC 260 and 270, in addition to 101)
PSYC 570 Self-Regulation (PSYC 260 and 210 prerequisite, in addition to 101)

⁴ BUSI 545 and BUSI 555 are 1.5 credit course each. Students who choose these courses will need to select two additional ones in order to meet this requirement.

Domestic- and internationally-related courses (choose one course):

ASIA/PWAD 331 Cracking India: Partition and Its Legacy in South Asia

ASIA 425 Beyond Hostilities: Israeli-Palestinian Exchanges and Collaborations in Cinema and Literature

HIST 207.006 The Global Cold War

HIST 277 The Conflict over Israel/Palestine

HIST 254 War and Society

HIST 312 History of France and Algeria

HIST 347 Fascist Challenges

HIST 382 History of the Civil Rights Movement

HIST 510 Human Rights in Modern World

HIST/ASIA 538 The Middle East and the West

HIST 565 Civil War America

POLI/PWAD/SOCI 260 Crisis and Change in Russia and Eastern Europe

POLI/PWAD 444 Seminar on Terrorism

POLI/PWAD 469 Conflict and Intervention in the Former Yugoslavia

RELI 233 Religion and Violence



W. FITZHUGH BRUNDAGE
DEPARTMENT CHAIR
WILLIAM B. UMSTEAD DISTINGUISHED PROFESSOR

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November 15, 2017

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Wayne E. Lee
Dowd Distinguished Professor
Chair, Curriculum in Peace, War, and Defense

Dear Prof. Lee,

Thank you for sharing with me the draft proposal for the Conflict Management minor, which is currently being developed under the Curriculum in Peace, War, and Defense. I am pleased to offer my support to the new minor, which would include the following optional courses offered by the Department of History:

HIST 207.006 The Global Cold War
HIST 277 The Conflict over Israel/Palestine
HIST 254 War and Society
HIST 312 History of France and Algeria
HIST 347 Fascist Challenges
HIST 382 History of the Civil Rights Movement
HIST 510 Human Rights in Modern World
HIST/ASIA 538 The Middle East and the West
HIST 565 Civil War America

The proposed minor will provide students with timely and timeless skills.

Sincerely,

A handwritten signature in black ink that reads "W. F. Brundage".

W. Fitzhugh Brundage
William B. Umstead Professor of History
Chair, Department of History



UNC
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November 13, 2017

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Professor Wayne E. Lee
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Dear Professor Lee,

Thank you for sharing with me the draft proposal for the conflict management minor, which is currently being developed under the Curriculum in Peace, War, and Defense.

On behalf of the Department of Linguistics, I am pleased to offer support to the new minor, which would include the following optional courses offered in our unit:

- LING 302 Language and Power (cross-listed as WGST 302 and ANTH 302)
- LING 543 Language in Politics

Sincerely,

Paul T. Roberge
Professor of Germanic Languages and Joint Professor of Linguistics
Chair, Department of Linguistics

cc: Mr. Shai Tamari



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November 15, 2017

Wayne E. Lee
Dowd Distinguished Professor
Chair, Curriculum in Peace, War, and Defense

Dear Prof. Lee:

Thank you for sharing with me the draft proposal for the Conflict Management minor, which is currently being developed under the Curriculum in Peace, War, and Defense. I am pleased to offer my support to the new minor, which would include the following optional course taught through the Department of Religious Studies:

- RELI 233 Religion and Violence

I wish you the best with this proposal.

Sincerely,

Randall Styers
Department Chair