

GBUS 873-001 Negotiation and Conflict Resolution

Fall 2025

INSTRUCTOR DETAILS:

Name: [REDACTED]

Phone: [REDACTED]

Email: [REDACTED]

Office Location: [REDACTED]

Office Hours: By Appointment

CLASS DETAILS:

Class Dates: Tuesday

Class Times: 7:00 PM - 9:45 PM

Class Location: Hyflex ED 514

COURSE DESCRIPTION

This course will introduce students to the theory and practice of negotiation and conflict resolution, including alternative dispute resolution.

LEARNING OBJECTIVES / OUTCOMES

Understand theories and dimensions of conflict in organizations at the individual and group levels.

- Apply conceptual frameworks to the diagnosis and assessment of organizational conflict. Identify and implement appropriate intervention programs and strategies for a variety of conflict scenarios in organization settings.
- Recommend the design of a conflict management system for organizations.

COURSE EXPECTATIONS

This course will entail a combination of lectures, seminar discussions, case discussion, videos and guest speakers. As a result, regular attendance in class and active participation in classroom activities are required. Students are expected to prepare in advance for class and be able to participate in class discussions. It is expected that students will read and prepare appropriately for every class. As a general rule, students should expect to dedicate on average a minimum of 5 hours/week out of class for this course.

COURSE MATERIALS

Lewicki, Barry, & Saunders. 2024. Essentials of Negotiation (2024 Release) McGraw-Hill LLC
Additional case studies and materials will be used in this course. The instructor will make this material available during the course, and the costs will be billed to students prior to the end of the semester.

COURSE ASSESSMENT SUMMARY

The evaluation for this course will include the following components:

Evaluation Components	Weight
Participation	10%
Case Study	20%
Negotiation Analysis	15%
Group Project Presentation	15%
Final Exam	35%
Total	100%

For a description of the grading system, consult the Faculty of Graduate Studies and Research link here:
<https://www.uregina.ca/graduate-studies-research/graduate-calendar/grading.html>

DESCRIPTION OF ASSESSMENT

Participation **10%**

Students are expected to attend class, to have read the assigned material before class, and to come prepared to discuss the material and engage in exercises.

Case Study- September 30 **20%**

Case will be provided for analysis. Additional details will be available on UR Courses

Negotiation Analysis- October 28 **20%**

The negotiation analysis is an individual assignment where you will analyze a real negotiation or conflict.

Group Project Presentations- November 25, December 2 **15%**

Self-selected groups of three to five students to present an analysis and develop a strategy to deal with conflict in an organization. There is no written component to this assignment.

Final Exam **35%**

Final exam will take place on the due date outlined in the syllabus.

ACADEMIC REGULATIONS

Request for Deferred Submission of Work.

A missed exam, quiz or discussion will be assigned a grade of zero unless proof is provided for an extraordinary circumstance. You must do your best to inform your instructor prior to or immediately if you expect the assessment will be missed.

Extensions or requests for changes by students to final exams and assignments due dates will require the student to complete a formal request for deferral. The student completes the request, consults with the instructor who must sign the form, and the instructor then submits the form (and any supporting documentation provided by the student) to Faculty of Graduate Studies and Research (FGSR). The decision (approved or denied deferral) is made by FGSR and is usually only approved if there are extenuating circumstances (e.g., illness, death, etc). The decision is sent by mail to the student and it is the student's responsibility to ensure the deferred requirements are met within the outlined time frame. It is also the student's responsibility to follow-up with FGSR if they do not receive a response from FGSR on their submitted request. Requests for deferral received more than two (2) weeks after the final day of the examination period will be denied. The deferral form can be found on the FGSR website at: <https://www.uregina.ca/graduate-studies-research/current-students/forms.html>

ACADEMIC INTEGRITY

Academic integrity requires students to be honest and responsible in all learning environments. Academic assignments exist to help students learn; grades exist to show how fully this goal is attained. Therefore, all work and all grades should result from a student's own understanding and effort. The principles of academic integrity include, but are not limited to:

- Completing your own work;
- Documenting your research and citing the works of others;
- Acting ethically and with integrity as you pursue your academic studies;
- Upholding the ethical or professional code of the profession for which you are preparing;
- Being accountable and taking responsibility for your actions; and
- Learning from your mistakes.

While students may use generative AI tools for brainstorming and idea development, the submitted content, analysis, and conclusion must be independently developed by the student.

STUDENT RESOURCES

UR Accommodated – Centre for Student Accessibility

Student Accessibility upholds the University of Regina's commitment to a diverse and inclusive learning environment by providing services and supports for students based on disability, religion, family status, and gender identity, as mandated under Saskatchewan Human Rights legislation and the Duty to Accommodate. Student Accessibility aims to encourage independence, self-advocacy, and equity for all students, while maintaining privacy and confidentiality. Accommodation services and supports are provided from pre-entry through graduation. Students are encouraged to register with Student Accessibility early in order to ensure that registration is complete prior to the beginning of classes.

Students who need these services are encouraged to register with the Centre for Student Accessibility to discuss the possibility of academic accommodations and other supports as early as possible. For more information, see the Center for Student Accessibility website at <https://www.uregina.ca/student/accessibility/centre-Accessibility/index.html>

Student Mental Health

Counselling services are available to provide accessible, evidence-based, and inclusive psychological services. Mental health and wellbeing is an important component of student success. As such, counselling services strives to support students through responsive, skills-based and proactive engagement. For more information, see the counselling services website at <https://www.uregina.ca/student/counselling/>

Writing Assistance

The Student Success Centre (SSC) offers personalized support services designed to encourage and assist students with academic challenges, develop skills, set goals and connect with others. Both on-line and in-person services, including tutoring and writing skills, are available. <https://www.uregina.ca/student-success-centre/index.html>

CLASS SCHEDULE

Date	Class	Topic	Readings
September 2	1	Introductions and Review- The Nature of Negotiation	Chapter 1
September 9	2	The Strategy and Tactics of Distributive Bargaining	Chapter 2
September 16	3	Strategy and Tactics of Integrative Negotiation	Chapter 3
September 23	4	Negotiation: Strategy and Planning	Chapter 4
September 30	5	Ethics in Negotiations, Perception, cognition and Emotion	Chapter 5 and 6
October 7	6	Communication	Chapter 7
October 14	7	Power and Influence in Negotiation	Chapter 8
October 21	8	Relationships in Negotiation	Chapter 9
October 28	9	Multiple Parties and Groups in Negotiation. International	Chapter 10 and 11

		and Cross Cultural Negotiation	
November 4	10	Collective bargaining and Negotiation	
November 11		No Class	
November 18	11	Best Practices	Chapter 12
November 25	12	Project Presentations	
December 2	13	Project Presentations	

Final exam date December 9

Important Notice

This schedule is subject to change. Students will receive as much advance notice as possible.