

GBUS 873-001 Negotiation and Conflict Resolution

Winter 2026

INSTRUCTOR DETAILS:

Name:

Phone:

Email:

Office Location:

Office Hours: By Appointment

CLASS DETAILS:

Class Dates:

Class Times:

Class Location:

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 through idecisiongames. 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%
Negotiation Strategy	20%
Negotiation Outcomes	20%
Group Project	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.

Negotiation Strategy **20%**

A negotiation strategy paper will be submitted before each negotiation is completed. Assignment instructions will be available on UR Courses.

Negotiation Outcomes **20%**

A follow up paper will be submitted after each negotiation is completed. Assignment instructions will be available on UR Courses.

Group Project Presentations **15%**

A capstone negotiation with reflection and presentation.

Final Exam **35%**

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

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
January 6	1	Introductions and Review- The Nature of Negotiation	Chapter 1
January 13	2	The Strategy and Tactics of Distributive Bargaining	Chapter 2-
January 20	3	Strategy and Tactics of Integrative Negotiation	Chapter 3
January 27	4	Negotiation: Strategy and Planning	Chapter 4-
February 3	5	Ethics in Negotiations, Perception, cognition and Emotion	Chapter 5 and 6
February 10	6	Communication	Chapter 7
February 17		No class	
February 24	7	Power and Influence in Negotiation	Chapter 8

March 3	8	Relationships in Negotiation	Chapter 9-
March 10	9	Multiple Parties and Groups in Negotiation. International and Cross Cultural Negotiation	Chapter 10 and 11-
March 17	10	Collective bargaining and Negotiation	Labour Relations
March 24	11	Best Practices	Chapter 12
March 31	12	Group Project	Final negotiation- TBD
April 7	13	Group Project	

Final exam date Tuesday April 21 7:00 pm-10:00 pm

Important Notice

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