

Graduate Program in Human Behavior and Conflict Management

Status of the Program

The college is not accepting applications for the Certificate program or the Master of Arts in Human Behavior and Conflict Management for summer 2009, fall 2009, and summer 2010. This temporary suspension is part of a college re-visioning process and does not end the graduate program.

We expect to admit students for the fall of 2010. Please check this website for updated information in October of 2009.

For other inquiries about the Human Behavior and Conflict Management graduate program, please contact Program Director Mary L. Bryan at 786-3932, mbryan@columbiasc.edu, or Dr. Elaine Ferraro, 786-3635, eferraro@columbiasc.edu.

Course Descriptions

601. Conflict Analysis and Interventions. This course reviews major theories of conflict and conflict resolution. Students will learn to apply analytical models of conflict from a variety of disciplines including sociology, psychology, political science, and education, as well as the conflict resolution literature. 3 s.h.

705. Diversity Issues. This course examines issues of diversity across race, ethnicity, class, gender, sexual orientation, and nationality. The impact of diversity on human interactions is explored using a multidisciplinary, theoretical perspective. Students are provided a variety of conceptual and experiential learning opportunities including self assessment, small group activities, theoretical discussions, and skill development and applications. 3 s.h.

708. Conflict Intervention Strategies. This course exposes the student to a wide variety of dispute resolution strategies including negotiation, facilitation, mediation, consulting and training, arbitration and legal action. Students develop in-depth understanding of dispute resolution methods in one of the following arenas--family, labor, organization, public policy, and others. 3 s.h.

711. Peaceful Change and Social Justice. The theory and history of non-violent actions to resolve conflicts in public policy and public affairs, within communities and nations, and between political groups and nations will be examined in this course. Each student will research a particular social movement or non-violent peace effort directed toward social or political change. Students will study and explore the influence of leadership, political theory, religious beliefs, and cultural traditions in social

movements, in war, and in peacemaking. 3 s.h.

713. **Research Methods I.** A survey of quantitative, qualitative, and critical approaches to research in the social and behavioral sciences with an emphasis in conflict management research. Topics include research design, statistical analysis of data, ethics in research, and scholarly writing. 3 s.h.

714. **Research Methods II.** Application of the fundamentals of research design to the social and behavioral sciences with an emphasis in conflict management research. Students will develop and propose a comprehensive research project that is based in theory and methodologically sound. 3 s.h.

725. **Financial Issues.** An understanding of financial issues and factors which influence or impact personal/group behavior and conflict in families, organizations, businesses, and communities. The course includes interpretation of data from financial reports and case studies focused on the causes and resolution of financially related conflict in a variety of settings. 3 s.h.

731. **Interpersonal Relations.** This course is an analytical and applied exploration of interpersonal conflict and its resolution in all arenas of human life such as the family, school, neighborhood, and workplace. Students analyze interpersonal relationships using conceptual knowledge from psychology, communication studies, conflict resolution, and other social science disciplines. 3 s.h.

741. **Community and Organizational Behavior.** The focus of this course is on understanding the complexities of social interaction and interpersonal influence in community and organizational environments. 3 s.h.

751. **Organization and Community Assessment and Intervention.** This course focuses on conflicts that are present in public arenas, such as those involving government entities, business and industry, and citizens' groups. Students learn how to assess organizational and community environments, power, and politics, and how to design appropriate intervention strategies. 3 s.h.

761. **Mediation Process.** Mediators act as third party facilitators in assisting parties to effectively deal with conflict and focusing efforts on resolving differences. This course emphasizes the theory and practice of mediation skills. Students will conduct an in-depth analysis of a case in litigation. Cases range from community mediation to complex litigation. Students who complete the course may qualify for the civil mediator roster of the South Carolina Council for Conflict Resolution. (Mandatory pass/fail) 3 s.h.

764. **Group Processes.** This course provides students with an understanding of group dynamics in a variety of settings. Students learn to utilize effective group process to work within organizations and with parties representing different interests and objectives to plan, to organize and to address conflict constructively and creatively. 3 s.h.

767. **Consulting and Training.** This course focuses on services provided by consultants and trainers. Students learn to use adult learning strategies to design and deliver training and to assume the various roles of the professional consultant. 3 s.h.

770. **Practicum.** The practicum provides students with opportunities to use and further develop conflict resolution skills and to integrate theory and practice of conflict analysis and resolution. Students, in consultation with the practicum instructor, undertake a practice placement, a case analysis, a program design, or an action research project. 3 s.h.

781. **Workplace Conflict.** Students will gain an understanding of the types of conflicts that emerge in the workplace and the impact of change within the work environment. Effective strategies and techniques for responding to and resolving conflicts between and among individuals are explored. Additionally, students will learn how to deal effectively with the chaos of change and develop expertise in how to assess, develop, and implement effective change management strategies. 3 s.h.

785. **Family Mediation.** (Prerequisite: Human Behavior 761.) Students study family dynamics from a systematic perspective. Students will gain an understanding of mediation skills and knowledge for resolving conflicts arising from marital separation and divorce, parenting, probate matters, and other family and group related matters. The course includes case studies, role plays, and demonstrations. Participants who complete the course may qualify for the family mediation roster of the South Carolina Council for Conflict Resolution. (Mandatory pass/fail.) 3 s.h.

790. **Special Topics** (electives). Three-semester-hour advanced courses on a variety of topics to be developed in response to the particular needs of different classes. While each elective will have its own specific goals, each will also have the following general objectives:

- becoming familiar with advanced issues and concerns in a particular arena or on a particular issue of note in the field;
- developing specialized skills and perspectives appropriate to dealing with such issues;
- gaining an in-depth knowledge of concerns attendant to the specific arena or issue under study;
- advancing capacity for specialized work in the conflict resolution field, including becoming aware of key actors and

organizations. 3 s.h. each

791. **Independent Research and Study.** (Prerequisite: Human Behavior 601, a minimum of 9 additional semester hours, and permission of instructor and advisor.) Research and reading. Open to qualified students. 1-6 s.h.

792. **Independent Research and Study.** (Prerequisite: Human Behavior 601, a minimum of 9 additional semester hours, and permission of instructor and advisor.) Research and reading. Open to qualified students. 1-6 s.h.

MAYMESTER and SUMMER 2009 COURSES and SCHEDULE

HB 785 Family Mediation (Maymester)

Friday, May 15, 2 – 8 pm

Saturday, May 16, 9 am – 5:30 pm

Sunday, May 17, 9 am – 5:30 pm

Saturday, May 30, 9 am – 5:30 pm

Sunday, May 31, 9 – 5:30 pm

Professor Mary L. Bryan, 786-3932, mbryan@columbiasc.edu

HB 764 Group Processes (Summer I)

Friday, June 12, 2 – 7 pm

Saturday, June 13, 10 am – 5 pm

Sunday, June 14, 1 - 6 pm

Saturday, June 27, 10 am – 5 pm

Sunday, June 28, 1 - 6 pm

Professor Diane Thompson, 786-3932, dithompson@columbiasc.edu

HB 767 Consulting and Training (Summer II)

Saturday, July 11, 10 am – 5 pm

Sunday, July 12, 1 - 6 pm

Friday, July 24, 2 – 7 pm

Saturday, July 25, 10 am – 5 pm

Sunday, July 26, 1 - 6 pm

Professor Karen Kuehner, 786-9461, karenkuehner@yahoo.com

HB 790 Non-Western Perspectives (Summer II)

Friday, July 10, 2 – 7 pm

Saturday, July 11, 10 am – 5 pm

Sunday, July 12, 1 - 6 pm

Saturday, July 25, 10 am – 5 pm

Sunday, July 26, 1 - 6 pm

Instructor Debra M. Stayner, 786-3445, dstayner@columbiasc.edu

Graduation Sunday, 3:00 p.m., August 9, College Place United Methodist Church

FALL 2009 COURSES and SCHEDULE

HB 714 **Research II** Fridays, 2:30 p.m. - 8:30 p.m.

September 11, October 2, October 23, November 13, December 4

Professor Joyce Fields, jfields@columbiasc.edu

HB 741 **Community and Organizational Behavior** Saturdays, 9:00 a.m. – 3:00 p.m.

September 12, October 3, October 24, November 14, December 5

Professor David Alewine, 864-934-5698, ajda@msn.com

Calendar

Maymester 2009

May 15, 16, 17

May 29, 30, 31

Summer I 2009

June 12, 13, 14

June 26, 27, 28

Summer II 2009

July 10, 11, 12

July 24, 25, 26

Fall 2009

September 11, 12

October 2, 3

October 23, 24

November 13, 14

December 4, 5

Spring 2010

January 8, 9

January 29, 30

February 26, 27

March 26, 27

April 23, 24

Maymester 2010

May 14, 15, 16

May 28, 29, 30

Summer I 2010

June 11, 12, 13

June 25, 26, 27

Summer II 2010

July 9, 10, 11

July 23, 24, 25