Course Title:
Mediation

Course Number:
HR 5333-221

Course Description:
This course is an introduction to and overview of mediation as a form of conflict resolution. The steps in various mediation processes will be discussed and practiced in mock mediation(s). The skills of empathic listening, conflict management, conflict resolution, feedback, reflective listening, breaking impasse, and facilitation will be emphasized. The barriers to resolution of resistance, power, revenge, and anger will be identified and discusses along with techniques to promote various outcomes for resolution or reconciliation. The roles of mediators will be discussed, demonstrated, and practiced. The use of mediation in interpersonal relations, divorce, schools, organizations, management, workplace, and international settings will be presented to familiarize students with the issues and options in the practice of mediation. Mediation can be its own professional pathway. However, anyone interested in Human Resource Management should understand the basics of understanding conflict, since HR Professionals are change agents and much of what they do creates conflict, even if the change is good for the organization.

Class Dates, Location and Hours:
Dates: November 15-20, 2016
Location: Spangdahlem AB, Germany. Students should check with Site Director for classroom location.
Hours: Tuesday - Friday 6:00-9:30 pm; Saturday and Sunday 8:30 a.m.-4:30 p.m.
Last day to enroll or drop without penalty: October 17, 2016

Site Director:
Email: apspangdahlem@ou.edu. Phone: DSN 452-7555, CIV 06565-61-7555.

Professor Contact Information:
Course Professor: Robbie Wahnee
Mailing Address: 601 Elm Avenue, Room 730
              PHSC, 730
              Norman, OK 73019
Telephone Number: (405) 325-1756
Email Address: rwannee@ou.edu
Professor availability: The professor will be available via email to students before and after the class sessions. On-site office hours are half an hour before and after each class session, by appointment.

Textbook(s) and Instructional Materials:
Student materials are available at the OU Follett Bookstore located at 1185 Asp Avenue; Norman, OK, and can be ordered online, by phone, by email, or by fax. Ordering online at http://www.bkstr.com/oklahomastore/home is strongly recommended – students can track the status of their order within 48 hours. If an order has not been shipped within three days, students can contact the Follett textbook manager by phone (405) 325-3511, (800) 522-0772 (toll-free) or email 0831mgr@fheg.follett.com. Phone orders (ask for the textbook manager and identify yourself as an Advanced Programs student) can be placed 8 a.m. to 6 p.m. Monday through Thursday; 8 a.m. to 5 p.m.
on Friday; 10 a.m. to 4 p.m. on Saturday (CST). Summer hours: 9 a.m. to 5 p.m. Monday through Friday (CST). Fax orders can be placed 24 hours a day at (405) 325-7770. Text prices are available online.


3. Materials posted on the OU Desire to Learn (D2L) system: Access D2L at [http://learn.ou.edu](http://learn.ou.edu); enter your OU NetID and password, and select course to access material. Please contact your local Site Director if you require assistance. You must have your account set up by going to the OU IT account management website at [http://accounts.ou.edu](http://accounts.ou.edu). Follow the instructions. Please contact the IT Help desk at 405-325-HELP (Norman Campus) if you require assistance. IT is available 24/7.

The readings are required and it is expected that students will complete the readings in their entirety.

**Recommendations for reading/viewing but not required to purchase:**


Note: Follett is the Advanced Programs contractual textbook provider. Should text changes become necessary after publication of the course syllabus, Advanced Programs will facilitate text returns/refunds only for texts purchased through Follett.

**Websites/URL Resources-to be used in class:**

- Mediation resources at [http://www.mediate.com](http://www.mediate.com).
- United States Department of Labor: [https://www.dol.gov/](https://www.dol.gov/)
- Society for Human Resource Management: [https://www.shrm.org/](https://www.shrm.org/)

Note: The Follett AP Bookstore is the Advanced Programs contractual textbook provider. Should text changes become necessary after publication of the course syllabus, Advanced Programs will facilitate text returns/refunds only for texts purchased through the Follett/AP Bookstore.

**Course Objectives:**

Learning practical conflict skills is of great value. Understanding and appreciating the theoretical philosophical issues that operate in disputes is also of great importance. By participating in this class, students will:

1. Identify various types of conflict;
2. Learn and practice the skills and steps in formal and informal mediation processes;
3. Become familiar with the roles of a mediator and practice using them in the mediation process;
4. Explore the various applications of mediation; and
5. Explore the barriers to the mediation process and develop some techniques to aid in resolution.

**Academic Standards for Written Assignments**

**APA writing style is required for all work. Work must be referenced/cited.** Students are expected to read, understand, and comply with the requirements of the Fifth or Sixth Edition of the *Publication Manual of the American Psychological Association* for all assignments and manuscripts. Please cite which manual you are using. This includes the “Ethical Standards for the Reporting and Publishing of Scientific Information” included therein. To that end, all work submitted orally or in writing for this course must be the student’s own and may not have been used, whole or in part, for any other purpose.
without the professor’s prior written permission (if in doubt you must ask the professor). This is a Master's class and anything written should be treated as mini-research papers. There are many resources for APA on the internet or through the Writing Center at OU. Using APA correctly may mean the difference in an A or other grade. For example:

- 0 points can and more than likely will be given for work not cited. This is especially true of post seminar papers, which are thoroughly read for content, context, referencing and citing.
- Grammar, spelling, and punctuation (proofread and spell check). Two points deducted for each.
- Knowledge and understanding of the assigned readings and classroom discussions.
- The ability to integrate knowledge from different sources (texts, library research, class discussions, and real life situations). Reference appropriately. Plagiarism will result in 0 points.
- Analysis of materials to reach conclusions and support them in an organized, coherent manner. Point, counter point and conclude your thoughts.
- Compliance with minimum/maximum length and submission requirements.
- Late papers or assignments: 1 point per day is deducted.

Assignments, Grading and Due Dates:

Note: Please bring personal laptop or partner with someone who has one.

Instructional Strategies/Participation:

Individual written reports, mini-lectures, power point presentations, class discussion, and role playing will be used in this course. The text is a resource of information. Be familiar with the books/texts before class. When possible, self-assessment tests will be administered in class or over the internet.

Journal:

Develop a handwritten or typed, bound (stapled together, wire bound notebook, or other binding) journal. The journal will consist of the student’s observation of or involvement in a situation of conflict or disagreement and include: who was involved; where did the incident occur; what issues may have contributed to the situation/incident; if the situation/incident was resolved, how, or recommendations for how you, the student, would have resolved the issue if you were given the opportunity. Your journal entries will continue through the end of class. Students will be allowed to use the first fifteen minutes of class to complete the journal entry from an incident that was witnessed or in which he or she was involved. This will be done every day of class. The journal will be turned in the final night of class. I realize some of you may have not be able to do pre-class observations and that is OK. Bring what you gather.

Journal Article:

Each student will bring a journal article (from a library, retrieved online, etc) that discusses any type of mediation or conflict past or present. You will present the information to the class and explain its relevance to mediation type, its influence on mediation, or discuss how you might have handled the case or issue differently. There will be an oral critique and is open for class discussion. This article or issue may be a paragraph or a full journal article but it must the criteria mentioned. Using APA style writing, briefly explain who the authors are, summarize the article (what happened, who was involved, etc.), discuss what you personally learned from the article, and how you can apply what you learned. The best place to find professional journals is the OU Library. Website: https://libraries.ou.edu

Case Studies:

Case studies are always interesting to arouse discussion. Some of the case studies will have actual outcomes, while others may still be in the courts to some degree, and others are just interesting to see how you would respond. My goal is that you begin using your new-found HR language. What happens in the courts is most important to almost every area of HR. For example, if it is sexual harassment, companies are given marching orders to visibly show how they have taken measures to assure this will not happen or happen again in the company. Normally these case studies are provided by the professor. However, if time allows, students may be asked to search for and present a study of interest.
Video Discussion:

Various videos will be viewed and critiqued or discussed. The video discussions offer insight into other work lives and company origins, policies, and successes with HR processes.

Group Project:

Teams of 3 or more students will be formed. Each team will define a topic that would lend itself to a topic discussed in class. This could be: resolving conflict while designing a performance evaluation instrument; performing a mediation; comparing job applications and applicants to decide who is the best candidate; assessing a Human Resource Information System; compensation; payroll; benefits, or other area where conflict may present itself. Grading will consist of topic chosen, creativity, contribution of each person on the team, outcome (i.e., this needs to be tangible, for example, if you mediate, turn in an agreement to me; if you are comparing compensation designs, turn in your comparison table or spreadsheet, with everyone’s name & ID) and lessons learned. Other formats will be discussed in class. Be prepared to handle any of the roles assigned.

Post-Seminar Assignment:

The major intellectual project of the course is that students are expected to complete is a formal research paper. **The paper must be written in APA format and style.** Students are expected to read, understand, and comply with the requirements of the Fifth or Sixth Edition as cited of the *Publication Manual of the American Psychological Association (APA)* for all assignments and manuscripts. This includes the “Ethical Standards for the Reporting and Publishing of Scientific Information” included in the manual. All work submitted orally and/or in writing for this course must be the student’s own and may not have been used whole and/or in part for any other purpose without the professor’s prior written permission (if in doubt you must ask the professor). There are many resources for APA on the internet or through the Writing Center at OU. Using APA correctly may mean the difference in an A or other grade. This is especially true of post seminar papers, which are thoroughly read for content, context, referencing and citing. Please refer to Academic

The student should select a paper topic consistent with her/his personal interests and intellectual curiosity that can be well managed within time parameters and other workloads. It is important to keep the focus of the research paper narrow by defining an “angle on” or “dimension of” human relations/human resource mediation. Other types of mediation (family, civil, interpersonal) may be discussed as a topic. The instructor is available to assist you in this effort. Please note: the professor must approve your paper topic in advance.

It is expected that the formal paper will be carefully researched and well-written. Toward that goal, the paper must use correct grammar, spelling, and punctuation. The completed paper shall be a minimum of **8 pages in length and not exceed 20 pages** (excluding cover, endnotes, appendices, and references/bibliography). Papers must be submitted 15 days after the last day of interpersonal class, **December 5, 2016.** Students are encouraged to complete and submit papers earlier if practicable. Late papers 1 point per day, unless the delay is caused by a documented illness and/or personal emergency. Please note how other points are deducted above.

**Student Attendance Policy:**

Persons missing class for unavoidable personal emergencies and military emergencies will be excused. Every effort will be made by the professor to assist the student in making up any missed work or assignment without penalty. Optional absences such as attending social functions require approval of the instructor for make-up assignments.

**Policy on late assignments:**

Late assignments will be accepted without penalty for excused absences. Other late assignments may be lowered by a letter grade as indicated on points deducted per assignment.

**Class Schedule:**

Day 1:  Ury – The Problem, Pages 1-9, then begin The Method, as time allows
         Journal Articles
         Self-Assessments
Day 2: Ury – The Method
Case Studies and Videos, as time allows
Journal Articles

Day 3: Ury – Yes, but…
Case Studies and Videos, as time allows

Day 4: Ury – In Conclusion and 10 Questions
Self-Assessment, Case Studies, and Videos, as time allows

Day 5: Work on Group Presentations

Day 6: Group Presentations

Grading:

This is a letter-graded course: A, B, C, D, or F.

90% + of total assignments completed = A
80% of total assignments completed = B
70% of total assignments completed = C
60% of total assignments completed = D

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Due Date</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructional Strategies</td>
<td>Ongoing</td>
<td>50 points</td>
</tr>
<tr>
<td>Self-Assessments</td>
<td>Assigned throughout class - up to 5 during class</td>
<td>25 points each</td>
</tr>
<tr>
<td>Case Studies</td>
<td>Assigned throughout class - up to 5 during class</td>
<td>25 points each</td>
</tr>
<tr>
<td>Project</td>
<td>Group Project – Presented Last Day of Class</td>
<td>75 points for the Group</td>
</tr>
<tr>
<td>Project</td>
<td>Group Project – Presented Last Day of Class</td>
<td>Possible 50 points per individual</td>
</tr>
<tr>
<td>Journal Article</td>
<td>Have ready, bring to each class, APA written summary turned in. Students can volunteer or be called on randomly beginning the first night of class</td>
<td>25 Points</td>
</tr>
<tr>
<td>Post Seminar Assignment</td>
<td>21 days after the last day of class</td>
<td>100 Points</td>
</tr>
</tbody>
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Total possible points = 400

Professor provides Case Studies, Videos, and Assessments. The Professor reserves the right to add or reduce the number of Case Studies, Videos, and Self-Assessments. Points and Percentages towards grades will be changed accordingly.

Notice: Failure to meet assignment due dates will result recording of the grade the student has at the end of class. I can only enter that grade unless the student requests to enter into a contract to receive an “I” (Incomplete). The professor is not responsible for requesting an “I” for a student. If a student cannot meet the expectations of the class, s/he is responsible for requesting an “I” through the University of Oklahoma’s appropriate channels.

Notice: Failure to meet assignment due dates could result in a grade of I (Incomplete) and may adversely impact Tuition Assistance and/or Financial Aid. It is not the professor’s responsibility to recommend an
“I”. No student who enters into a contract for an “I” can receive an “A” unless circumstances beyond the student’s control occurred and are so noted by the University.

**Ethical and Collegial Conduct**

This policy does not replace or preclude any University of Oklahoma policies or local, state or federal laws concerning unlawful behaviors, whether inside or outside the classroom, including those concerning the health and safety of class members or the instructor.

The University of Oklahoma Student Code of Responsibilities and Conduct specifically prohibits behavior that is disruptive in nature or that endangers the safety and welfare of the University community. This type of conduct is typically addressed the following sections of Title 16-Prohibited Conduct – see the Student Code of Conduct.

Students and faculty each have responsibility for maintaining an appropriate learning environment. Students who fail to adhere to the established code of conduct may be subject to disciplinary action. Faculty have the professional responsibility to set reasonable standards and behavioral expectations for their classroom and the obligation to take the appropriate course of action when student behavior substantially interferes with the ability of a faculty member to teach or the ability of other students to learn.

**Email**

**Please use OU email.** Access your OU email through OZONE. Enter your NetID and password. Please contact your local Site Director if you require assistance. You must have your account set up by going to the OU IT account management website at [http://accounts.ou.edu](http://accounts.ou.edu). Follow the instructions. Please contact the IT Help desk at 405-325-HELP (Norman Campus) if you require assistance. IT is available 24/7. **OU Email is my primary method of communication.** If you send me work from any other email, and it goes to my junk mail, I more than likely will delete without ever reading it. Your fees pay for OU email and OU is my employer. No exceptions.
POLICIES AND NOTICES

Attendance/Grade Policy

Attendance and participation in interaction, individual assignments, group exercises, simulations, role playing, etc. are valuable aspects of any course because much of the learning comes from discussions in class with other students. It is expected that you attend all classes and be on time except for excused emergencies.

Excused absences are given for professor mandated activities or legally required activities such as emergencies or military assignments. It is the policy of the University to excuse absences of students that result from religious observances and to provide without penalty for the rescheduling of examinations and additional required class work that may fall on religious holidays. Unavoidable personal emergencies, including (but not limited to) serious illness; delays in getting to class because of accidents, etc.; deaths and funerals, and hazardous road conditions will be excused.

If you are obtaining financial assistance (TA, STAP, FA, VA, Scholarship, etc.) to pay all or part of your tuition cost, you must follow your funding agency/institution’s policy regarding “I” (Incomplete) grades unless the timeline is longer than what the University policy allows then you must adhere to the University policy. Students who receive Financial Aid must resolve/complete any “I” (Incomplete) grades by the end of the term or he/she may be placed on “financial aid probation.” If the “I” grade is not resolved/completed by the end of the following term, the student’s Financial Aid may be suspended make the student ineligible for further Financial Aid.

Students are responsible for meeting the guidelines of Tuition Assistance and Veterans Assistance. See the education counselor at your local education center for a complete description of your TA or VA requirements.

Academic Integrity and Student Conduct

Academic integrity means honesty and responsibility in scholarship. 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 the student's own understanding and effort.

Academic misconduct is any act which improperly affects the evaluation of a student’s academic performance or achievement. Misconduct occurs when the student either knows or reasonably should know that the act constitutes misconduct. Academic misconduct includes: cheating and using unauthorized materials on examinations and other assignments; improper collaboration, submitting the same assignment for different classes (self-plagiarism); fabrication, forgery, alteration of documents, lying, etc…in order to obtain an academic advantage; assisting others in academic misconduct; attempting to commit academic misconduct; destruction of property, hacking, etc…; intimidation and interference with integrity process; and plagiarism. All students should review the Student’s Guide to Academic Integrity at http://integrity.ou.edu/students_guide.html

Students and faculty each have responsibility for maintaining an appropriate learning environment. All students should review policies regarding student conduct at http://studentconduct.ou.edu/

Accommodation Statement

The University of Oklahoma is committed to making its activities as accessible as possible. For accommodations on the basis of disability, please contact your local OU Site Director.

Course Policies

Advanced Programs policy is to order books in paperback if available. Courses, dates, and professors are subject to change. Please check with your OU Site Director. Students should retain a copy of any assignments that are mailed to the professor for the course. Advanced Programs does not provide duplicating services or office supplies.

Any and all course materials, syllabus, lessons, lectures, etc. are the property of professor teaching the course and the Board of Regents of the University of Oklahoma and are protected under applicable copyright.

For more information about Advanced Programs, visit our website at: http://www.goou.ou.edu/
INSTRUCTOR VITA
Robbie L. Wahnee, Ph.D.

Education
- Ph.D. College of Education – Education Administration, University of Oklahoma, Norman, OK
- M.A. - University of Oklahoma, Norman, OK - Secondary Education Administration
- B.A. Cameron University, Lawton, OK - Sociology/History, 5 year standard teaching certification

Current Positions
- Director, Talent & Organizational Development, University of Oklahoma, Housing & Food Services
- Advanced Programs Professor since 1996
- Assistant Director & Interim Director of Human Resources, University of Oklahoma
- Project Team Member – PeopleSoft implementation, University of Oklahoma
- Human Resources Consultant
- Assistant Adjunct Professor, College of Business and Human Relations, University of Oklahoma

Major Areas of Teaching and Research Interest
- Performance Management and Assessment
- Civil & Commercial Mediation
- Positive/Progressive Discipline
- Sexual Harassment
- Employment Law
- Learning Styles
- Human Resource Management
- Human Resource Management at the Michael Price College of Business & International Relations

Representative Publications and Presentations
- Effective instructional leadership for diverse, high poverty populations. (2013), in Bass & Faircloth, Building bridges from high Poverty communities, to Schools, to productive citizenship.
- Dissertation. 2010: “The Effect of Instructional Supervision on Principal Trust”.
- Foundations in Management - 4 hours of 40-hour program designed for managers and supervisors
- Designed and presented workshop - President Boren’s Minority Business Seminar
- Staff Handbook
- University of Oklahoma, Guide to Staff Hiring
- Audit – Business Plans for the Student Affairs Division of the University of Oklahoma
- Initiated design and policy – Independent Contractors, Temporary Employees - University of Oklahoma

Major Professional Affiliations
- North Central Accreditation Committee for Student Affairs for the University of Oklahoma
- College and University Personnel Association (CUPA)
- Administrative Staff Association (OU), President, Vice President
- Past Chair, Cleveland County Employer’s Council
- Executive Board Member, American Red Cross
- Oklahoma State Certified Teacher, Secondary Education
- Civil & Commercial Mediator in the state of Oklahoma
- Society for Human Resource Management