

Syllabus
Professional Development in Conflict Resolution
CRES 4961 Academic Year 2015-2016

Required for all MA Conflict Resolution Degree Candidates
Register for 3 term of enrollment

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What is Professional Socialization?

Professional Socialization is the process by which individuals acquire the specialized knowledge, skills, attitudes, values, norms and interest needed to perform their professional roles acceptably. Formal socialization involves planned experiences, such as performing conflict assessments, participating as a mediator, leading dialogues and facilitation sessions. Informal socialization involves lessons learned incidentally through association with mentors, networking with practitioners, and observations of conflict resolution processes in all areas of life. Self-image, role concept, attitude, values, and personality play an active part in professional socialization and should always be open for improvement.

Professional Socialization

- a process by which a person acquires the knowledge, skills, and sense of identity that are characteristic of a profession
- involves internalization of values and norms of that profession

Goals of Professional Socialization

- to learn the technology of the profession
- to learn to internalize the professional culture
- to find an acceptable version of the role
- to integrate this professional role into all of the other life roles

Characteristics of a Profession

- requirement of prolonged, specialized training to acquire a body of knowledge specific to the work performed
- commitment toward service
- a specialized body of knowledge and a commitment to service

Socialization Process

- Structural conditions refer to the rules that determine roles
- Cultural conditions: are the idea systems expressed in words, symbols, and ceremonies
- structural and cultural conditions are interrelated

Professional socialization as Conflict Resolution practitioners involves a student's choices and behaviors that will actively affect the building of a career path. To that end, everyone is encouraged to take on the organizational goals and social missions within the

Conflict Resolution field, advocate its knowledge and learn the technology and language of the profession. As a student, you are part of an academic program institutional culture within a peer climate, and as a budding professional, you are part of the practitioner community and workforce.

You want to be completely emerged in the Conflict Resolution field while you are in professional masters' level training, and taking advantage of all opportunities to gain more exposure to the profession as preparation for your place in serving the community after you finish the program.

Our goal is to provide both academic instruction and participation in vocational, practical aspects of the Conflict Resolution field so that when you graduate you have some rudimentary credentials as an “experienced” practitioner, someone who is fairly knowledgeable about the activities, norms and values of the profession. The mantra for education in the twenty-first century, remember, is not accumulation of knowledge but what you can do with what you know—the application of theories and skills is critical.

Course Objectives

The central purpose is to provide exposure to the practical, workplace environment of conflict resolution by meeting and talking to experts in the field and learning the important issues of the day. Specific objectives include:

1. Internalization of values and norms of the Conflict Resolution profession
2. Exposure to the Practitioner Community of Conflict Resolution
3. Understanding the technology and goals of the Profession
4. Learning the cultural and workplace norms of the Profession

Assignments

Professional development activities are related to research, career workshops, and practical experiences. The assignments will be completed throughout your time as a graduate student and evaluated during your final quarter of enrollment in preparation for graduation.

You are required to register for Professional Development each academic term you are enrolled as a graduate student in Conflict Resolution. By University Policy, the course carries zero credit.

You are required to create and participate in Conflict Resolution Day (designed as the 3rd Thursday in October), as an on-campus event and write up a report of your experience (1-2 pages).

You are required, in addition, to attend throughout your first academic year (i.e. fall-winter- spring) at least 4 public lectures and faculty seminars in the Conflict Resolution field (on-or off campus), and submit a report summarizing each event and your evaluation of it.

Submit your quarterly report, which should be between 4-6 pages on the last day of the academic term.

Grading

Proof of Professional Socialization training consists of 2 parts: First, a student prepares a report of all the experiences—attended all public lectures, faculty seminars, in a short statement and submits it to the Graduate Director at the end of each quarter. (The report is placed in the student’s file.) Second, the Graduate Director evaluates the submitted materials, and documents attendance and participation at events. If satisfactory, a grade of “P” will be recorded retroactively at the end of each academic year and again at the end of the term the student is graduating.

Readings:

No specific readings are assigned, although periodically, a member of the faculty or the graduate director may recommend various articles or texts.