



## MA PROGRAM IN CONFLICT RESOLUTION 2008-2009

The Conflict Resolution Institute is dedicated to linking scholar-practitioner relations in three ways: through our educational pledge to teach conflict resolution theory and skills by encouraging cross-disciplinary connection of ideas; our research pledge to develop conflict resolution concepts and methods and promote justice and fairness; and our pledge of community involvement to nurture reflective conflict resolution practice.

The Conflict Resolution M.A. degree, an interdisciplinary program, emphasizes a broad approach to human cooperation—from politics, to professional work, to personal relations—drawing courses from the fields of international relations, management, law, social work, psychology, theology, human communications, and alternative dispute resolution. The core feature of this program is the study and application of alternative theories and case lessons of conflict and conflict resolution in order to understand how to improve societal relations and policy choices between individuals, within organizations, and across cultures.

The program combines a scholarly and vocational approach, connecting theory with practice to train managers, mediators, planners, teachers, and counselors for work in international or domestic settings.



Conflict Resolution Institute  
2201 South Gaylord Street  
University of Denver,  
Denver, CO 80208  
303.871.6477  
[www.du.edu/con-res](http://www.du.edu/con-res)

# APPLICATION PROCESS

## APPLICATION FOR GRADUATE ADMISSION <http://www.du.edu/grad/admission/apply.html>

### PROGRAM REQUIREMENTS AND DEADLINES

Program	Degrees Offered	Number of Credits	Full Time/Part Time	Tests Required - Min. Scores
Conflict Resolution Institute	MA	62	FT or PT	IELTS 6.0 or TOEFL 80 (internet-based) or 213 (computer-based) or 550 (paper-based) GRE or GMAT or LSAT* – varies (any one test may be taken)

\*LSAT option for DU law students only

**Additional Requirements:**

application fee of \$60  
three letters of recommendation  
personal statement  
test scores  
official transcripts  
writing sample

**Areas of Concentration:**

International Studies, Management, Human Communications, Social Work, Alternative Dispute Resolution, Law

**Application Deadlines:**

February 15 for Fall Quarter admission, November 1 for Winter Quarter admission, January 15 for Spring Quarter admission

**Late Application Deadlines:**

May 1 for Fall Quarter admission

**Prerequisite courses/degrees:**

A baccalaureate degree from an accredited university/college

# APPLICATION PROCESS

## INTERNATIONAL APPLICANTS

For complete international applicant information, please visit the [Office of International Admissions web site](#).

DU offers extensive support for international students seeking to learn English or improve their English language skills. Visit [the English Language Center's Web site](#) for more information.

## GRADUATE RECORD EXAM (GRE)

Applicants must request that Educational Testing Services (ETS) forward results to the University of Denver, Office of Graduate Admission. The institution code for the University of Denver is R4842. For information concerning GRE registration please visit [www.gre.org](http://www.gre.org) or contact:

Graduate Record Examination  
Educational Testing Service  
P. O. Box 6000  
Princeton, NJ 08541-6000  
609-771-7670

Applicants should take the entrance exam well in advance of their intended application date. Please allow at least 14 business days for your general test scores and six weeks for your subject test scores to be received. Several departments and schools will not process applications until scores have been received. Entrance exam scores older than five years from the date of the application may not be acceptable for admission. Contact the department for specific requirements.

## APPLICATION FEES

A \$60 application fee is required. This is a nonrefundable application fee, (bank draft or personal check) drawn on a U.S. bank, that covers the cost of processing application materials. A credit card payment is acceptable for online applications only. Applications will not be processed until this fee is paid. No waivers or deferrals are allowed.

## TRANSCRIPTS

Applicants are required to submit two official transcripts from each postsecondary institution they have attended, or are presently attending, where 2 quarter hours (or 1 semester hour) or more, were completed. The University is not responsible for obtaining an applicant's transcripts, including any record of work completed at the University of Denver. Applicants must also account for any study undertaken outside the United States.

An official transcript must include the original signature of the registrar and/or the seal of the issuing institution, and must be enclosed in an envelope with the stamp or signature of the registrar across the sealed flap. Proof of a bachelor's, and if applicable, a master's degree is required from a regionally accredited college or university. Requested transcripts should be mailed to the applicant and submitted to the University of Denver with supplemental admission materials. Please do not request transcripts to be mailed directly to the University of Denver from other institutions.

All credentials submitted become property of the University of Denver and cannot be copied or returned to the student or any person(s).

## LETTERS OF RECOMMENDATION

Three (3) letters of recommendation are required. All recommendations are to be included with application materials.

## ESSAY(LETTER OF INTENT)

Two-to three page essay indicating professional and personal goals, and motivation for applying to the program.

## RÉSUMÉ

Current résumé/curriculum vitae.

## WRITING SAMPLE

A writing sample of academic scholarship (5-20 pp. maximum) demonstrating skills in english composition and analysis is required

## MAILING ADDRESS

Mail all supplemental admission materials, including official transcripts, in one package to:

University of Denver  
Office of Graduate Admission  
University Hall, Room 216  
2197 S. University Blvd.  
Denver, CO 80208

## SCHOLARSHIPS & FINANCIAL AID

Students interested in knowing more about financial aid should refer to graduate program financial aid at <http://www.du.edu/finaid/>.

# DEGREE REQUIREMENTS

**Degree Credits:** 62 quarter hours of graduate credit

## General Requirements

- 12 courses – 2 maximum at 3000 level, remainder of courses at 4000 level
- 36 credits minimum in the traditional DU program
- 26 credits maximum in the University College program
- 41 DU credits (up to 21 quarter or 14 semester hours may be transferred)
- 3 quarters of DU graduate registration
- GPA at least 3.0
- Completion in 5 years

## Core Curriculum (all required)

- INTS 4920 Conflict and Conflict Resolution (5 credits)
- HCOM 3000 or 4000 level course, approved by Graduate Director (5 Credits)
- MGMT4620 Leadership and Organizational Dynamics (4 credits)
- CRES 4222 Mediation Theory and Issues (5 credits)
- CRES 4225 Conciliation and Reconciliation (5 credits)
- CRES 4221 Negotiation Theory & Practice ( 3 or 5 credits) or  
ADR 4206 Negotiation Process and Practice (4 credits)

## Practical Techniques Courses (select any 2)

- CRES 4810 Topics: Restorative Justice (5 credits)
- HCOM 3550 Principles of Negotiation (5 credits)
- HCOM 3240 Group Methods and Facilitation (5 credits)
- HCOM 3245 Building Group and Team Effectiveness (5 credits)
- SOWK 4420 Strategies and Techniques of Family Therapy (3 credits)
- LAWS 4060 Alternative Dispute Resolution (3 semester hours)
- LAWS 4460 Negotiation and Mediation (3 semester hours)
- ADR 4204 Mediation Process and Practice (4 credits)
- ADR 4205 Facilitation Process and Practice (4 credits)
- ADR 4208 Arbitration Process and Practice (4 credits)
- ADR 4224 Facilitation II (4 credits)
- ADR 4227 Agreement Writing (4 credits)
- ADR 4229 Mediation II (4 credits)

## Methodology Courses (choose 1 from the following)

- INTS 4020 Preparing a Grant Proposal (5 credits)
- CRES 4111 Reflective Practice and Evaluation (5 credits)
- SOWK 4201 Research Methods and Design (3 credits)
- HCOM 4220 Intercultural Communication: History and Foundation (5 credits)
- QRM 4980 Program Evaluation Theory (3 credits)
- INTS 4966 Applied Field Methods (5 credits)
- INTS 4050 Statistics I (5 credits)
- INTS 4051 Statistics II (5 credits)
- CPSY 4050 Research Methods (3 credits)
- Customized (advanced approval by director required)

## Internship

### M.A. Thesis

### Electives(10-27 credits)

### Program Statement

## DUAL OR JOINT DEGREE PROGRAMS

**No formal dual or joint degrees are available, but flexible dual degree programs provide an opportunity for a student to complete two master degrees including:**

M.A. in Conflict Resolution and M.A. in International and Intercultural Communications (102 total credits required)

M.A. in Conflict Resolution and M.A. in Public Policy (102 total credits required);

M.A. in Conflict Resolution and M.A. in Management (between 90-112 credits required);

M.A. in Conflict Resolution and M.A. in International Studies (127 credits required);

M.A. in Conflict Resolution and M.S.W. in Social Work (127 credits required);

M.A. in Conflict Resolution and J.D. in Law (52 quarter hours plus 80 semester hours required)

## FLEXIBLE DUAL DEGREE PROGRAM

**Admission:** Students who intend to pursue a flexible dual degree program must apply and be admitted separately to each of the two academic units (e.g. Conflict Resolution and the Daniels College of Business) and must meet the admission standards of each. After admission acceptance, a student may apply for the Flexible Dual Degree. Application forms are available in the Office of Graduate Studies, Mary Reed Building, Room 3A and online.

**Curriculum:** Normally, a program proposal will preserve the core courses in each program and allows reductions only in electives. No student may begin a dual degree program when requirements for one degree have already been completed.

Usually, a student is awarded two diplomas (one for each degree) on the same graduation date, though it is possible that the degrees may be conferred in two successive terms. Two applications for graduation must be submitted.

# FACULTY

## **Karen A. Feste**

Professor, Graduate School of International Studies  
Director, Conflict Resolution Institute, Graduate Program  
Ph. D., University of Minnesota

## **Tamra Pearson d'Estrée**

Henry R. Luce Professor of Conflict Resolution  
Director, Conflict Resolution Institute, Center for Research & Practice  
Ph.D., Harvard University

# CORE FACULTY

## **Douglas Allen**

Associate Professor, Daniels College of Business  
Ph.D. University of Michigan

## **Roberto Corrada**

Professor, College of Law  
J.D. Catholic University of America Law School

## **Miguel De La Torre**

Illiff School of Theology  
Ph.D. Temple University

## **Fran Dickson**

Associate Professor, Human Communications Studies  
Ph.D. Bowling Green State University

## **Cynthia Fukami**

Professor, Daniels College of Business  
Ph.D. Northwestern University

## **Alan Gilbert**

Professor, Graduate School of International Studies  
Ph.D. Harvard University

## **Jeffrey Hartje**

Associate Professor, College of Law  
J.D. University of Minnesota

## **Darrin Hicks**

Associate Professor, Human Communication Studies  
Ph.D. South Illinois University

## **John F. Jones**

Research Professor, Conflict Resolution Institute  
Ph.D. University of Minnesota

## **Ruth Parsons**

Research Professor, Conflict Resolution Institute  
Ph.D. University of Denver

## **Denise Pearson**

Assistant Dean, Academic Director for ADR and Applied  
Communication, University College  
Ph.D. Marquette University

## **Janet Shriberg**

Instructor, Graduate School of Professional Psychology  
Ph.D. Columbia University

## **Tim Sisk**

Associate Professor, Graduate School of International Studies  
Ph.D. George Washington University

## **David Trickett**

President and Henry White Warren Professor of Ethics and Leadership,  
Illiff School of Theology  
Ph.D. Southern Methodist University

## **Joan Winn**

Associate Professor, Daniels College of Business  
Ph.D. University of Georgia

# COURSE DESCRIPTIONS

**Conflict Resolution is an interdisciplinary program. Many courses are available in various department across the campus. Check listings in GSIS, GSSW, HCOM, LAW, MGMT, PPSY, ADR**

## **INTS 4920 Conflict and Conflict Resolution (5 credits)**

Take first term of enrollment. A course through the Graduate School of International Studies (traditional DU program). Focuses on literature drawn from diplomatic history, sociology, psychology, organizational behavior, and international politics; on theories of conflict and conflict resolution, including holistic approaches, socio-cultural conditioning and norms, and personality influences as alternative means to understanding negotiation and bargaining in varying contexts. Applies the practical fundamentals of negotiation and particular problem-solving techniques.

## **HCOM 3000 or 4000 level course (5 credits)**

Review the University of Denver's Course Schedule for HCOM course options. Go to <http://www.du.edu/directory/academics.html> and select Course Schedules to view available courses by term. Approved by the Conflict Resolution Graduate Director.

## **MGMT 4620 Leadership and Organizational Dynamics (4 credits)**

Take first year of enrollment--strongly recommended. A course through the Daniels College of Business (traditional DU program). Focuses on development of management skills in organizations. This course brings together concepts from organizational behavior, organization dynamics, change management, and dispute resolution.

## **CRES 4222 Mediation Theory and Issues (5 credits)**

Take second term of enrollment.  
A course through the Conflict Resolution Program (traditional DU program). An analysis and critique of the nature and role of third parties in conflict intervention, including conciliator, arbitrator, facilitator, monitor, and trainer. Theoretical perspectives and case studies are used to understand the situations where third parties operate, what values and resources they bring, and how power issues affect mediator functioning. Ethical guidelines are also considered.  
Prerequisite: INTS 4920

## **RES 4225 Conciliation and Reconciliation (5 credits)**

Take third term of enrollment.  
A course through the Conflict Resolution Program (traditional DU Program). Analysis and critique of the roles of third parties in conflict intervention. Values, motives, resources, and third-party competencies are considered, along with ethical guidelines and the issues of power, neutrality, gender, and culture as they affect third-party functioning.  
Prerequisite: CRES 4222

## **CRES 4221 Negotiation Theory & Practice (3 or 5 credits) OR ADR 4206 Negotiation Process and Practice (4 credits)**

Take first term of enrollment – strongly recommended.  
The course presents the theoretical groundwork for understanding the nature, strategy and tactics of various negotiation approaches including the role of time, information and power in negotiation situations, and an understanding of the way ethics, perceptions, and communication forms affect negotiation process and outcomes. Teaching methods include lecture, discussion and role-play exercises.

# OTHER COURSEWORK OFFERED

## **CRES 4111 - Reflective Practice & Evaluation (5 credits)**

Course is designed for practitioners who would like to become more reflective and theory oriented in their practice, and for researchers who wish to work with actual data and questions from practice. The goals are to learn techniques for making theories of practice explicit, to examine ways practice and research may modify theory, and to explore how to introduce and expand reflective practice into conflict resolution.

## **CRES 4333 - Resolving Environmental & Public Policy Conflict (5 credits)**

The course is focused on natural resources disputes and the range of processes used to address these conflicts, including theories and concepts useful for understanding environmental and policy disputes, case studies, and world views that premise these disputes in order to provide insight into constructing interventions best suited to the characteristics and context of each dispute.

## **CRES 4810 – Topics: Restorative Justice (5 credits)**

Course focuses on the four leading Restorative Justice practices: Talking Circles, Victim-Offender Mediation, Family Group Conferencing, and Truth Commissions. The course will examine the principles underlying these Restorative Justice practices and explore the possibilities Restorative Justice offers to move beyond the limits of a retributive sense of justice toward embracing the importance of forgiveness, reconciliation, and social healing in the community.

# FOR MORE INFORMATION

The Conflict Resolution Institute's website offers the most current information on courses, requirements, faculty, student news. Go to <http://du.edu/con-res/> for more information on the program.