NEGOTIATION SEMINAR: THEORY, RESEARCH AND PRACTICE
Tentative Course Syllabus
Class Time: Tuesday, 2-4pm, BUT No Class on Apr. 5, 26
[make-up classes to be scheduled after semester begins]
(Readings from Wiggins and Lowry text [WL], PLUS handouts available in Room 104)

Class 1:
Negotiation in Context
- an introduction to the universe of dispute resolution processes
- where negotiation fits in: why negotiate and why not negotiate?
- **Reading**: WL pp. 4-13, (Gulliver, Sander and Rubin, and Goodpaster excerpts; PLUS two Handouts (Bush, Dispute Resolution: The Domestic Arena; and Eisenberg, "Private Ordering through Negotiation").

Class 2:
Stage One: “Distributive Negotiation”: Negotiation as Rational Strategy/Gaming
- the theoretical base: gaming/bargaining theory
- traditional negotiation: constructs and assumptions
- applications and methods
- ethics in negotiation practice
- **Reading**: WL, pp. 55-77 (series of Raiffa and Goodpaster excerpts); PLUS Handout (Ross, Negotiation).

Class 3:
Stage One: Distributive Negotiation: Neg. as Rational Strategy/Gaming cont’d.
- limits and failures of traditional negotiation “theory”
- the “prisoner’s dilemma” – consequences and assumptions

Class 4:
Stage Two: “Integrative” Negotiation: Neg. as Rational, Mutual Problem-Solving.
- the theoretical base: economic exchange theory
- a new “model” of negotiation: the theory of needs and interests
- applications, methods, and ethics
- **Reading**: WL pp. 106-117, 121-125 (Gifford, Menkel-Meadow, & Pruitt excerpts); PLUS Handout (Fisher and Ury, Getting to Yes).

Class 5:
Stage Two: Integrative Negotiation: Neg. as Rational, Mutual Problem-Solving, cont’d.
- applications and methods, cont’d.
- underlying assumptions
- the role of “creativity”
Class 6:
Distributive and Integrative Bargaining Compared:
• Are the models really different?
• How do you choose between them and/or combine them?
• Problems with both models
• Reading: WL pp. 117-21, 146-63, 179-94 (Greenhalgh, de Waal, Condlin (2), Lubet, Berger, & Ury excerpts).

Class 7:
Stage Three: “Super-Rational” Negotiation: Combining the Rational and Irrational
• the theoretical base: cognitive/behavioral psychology
• limits and failures of rational negotiation theory
• a revised “model” of negotiation: the rational use of the irrational
• applications, methods, and ethics
• Reading: HANDOUT (Mnookin, Why Negotiations Fail); WL pp. 239-272 (Bazerman, Goodpaster, Korobkin & Ulen, Korobkin & Guthrie excerpts).

Class 8:
Stage Three: “Super-Rational” Negotiation: Combining the Rational and Irrational, cont’d.
• applications, methods, and ethics
• the rational use of the irrational: the supernegotiator
• the rational use of the emotional

Class 9:
Stage Three: Super-Rational Negotiation: Combining the Rational and Irrational, cont’d.
• super-rational manipulation: are there any limits of ethics or fairness?
• Reading: WL pp. 371-386 (Korobkin, Welsh excerpts)

Class 10:
Stage Four: “Relational” Negotiation: Negotiation as Interaction/Relationship
• the base: feminist theory and dialogic moral philosophy
• limits and failures of economic and psychological theory
• an alternative conception: not negotiation but dialogue
• Reading: HANDOUT (Gray, Gender-Based Foundation of Negotiation); plus WL pp. 210-216, 225-234, 457-468 (Rosenberg, Greenhalgh, Fisher & Davis, Gilligan, Menkel-Meadow, Kolb & Coolidge excerpts).
Class 11:
Stage Four: “Relational” Negotiation: Neg. as Interaction/Relationship, cont’d.
- applications and methods
- problems of power, gender and culture
- **Reading:** WL pp. 468-479 (Kolb & Putnam, Babcock & Laschever excerpts); PLUS HANDOUT (from Kolb website, Negotiating Women).

Class 12:
Stage Four: “Relational” Negotiation: Neg. as Interaction/Relationship, cont’d.
- negotiation as “moral conversation” or “conflict transformation”
- **Reading:** HANDOUTS (Burns, A Case Study; Bush, The Transformative Approach to Conflict)

Class 13:
- the base: sociology and organizational theory
- negotiation as a power struggle: methods and dynamics
- comparisons to other “models”
- **Reading:** WL pp. 418-421; 443-455; 430-440 (Raven, Adler, Watkins excerpts).

Class 14:
Choosing a Theory and Practice of Negotiation
- possibilities for reconciling/integrating the theories
- contradictions among the theories
- identifying a “best” theory
- practical application of theoretical knowledge: context, values and choice
- **Reading:** TBA