Note:

Course content may be changed, term to term, without notice. The information below is provided as a guide for course selection and is not binding in any form, and should not be used to purchase course materials.
COURSE SYLLABUS

BUSI 455
CONFLICT RESOLUTION AND NEGOTIATION

COURSE DESCRIPTION

RATIONALE
Business leaders and managers negotiate in a wide range of settings, including contracts, business transactions, employment, and conflict resolution. Effective negotiation skills and knowledge of underlying negotiation theory is critical to successful leadership and business management. Successful negotiation allows professionals to pursue alternative ways to resolve conflict, build value, solve problems, and meet objectives. Christian leaders must also be able to integrate scriptural models of conflict resolution into their management and negotiation strategies.

I. PREREQUISITE
For information regarding prerequisites for this course, please refer to the Academic Course Catalog.

II. REQUIRED RESOURCE PURCHASE
Click on the following link to view the required resource(s) for the term in which you are registered: http://bookstore.mbsdirect.net/liberty.htm

III. ADDITIONAL MATERIALS FOR LEARNING
A. Computer with basic audio/video output equipment
B. Internet access (broadband recommended)
C. Microsoft Office
IV. **Measurable Learning Outcomes**

Upon successful completion of this course, the student will be able to:

A. Apply appropriate conflict resolution theories to various situations.
B. Evaluate negotiation strategies.
C. Analyze different styles of conflict.
D. Evaluate personal and cultural issues that affect conflict resolution and negotiation.
E. Integrate biblical principles within the field of leadership.

V. **Course Requirements and Assignments**

A. Textbook readings and lecture presentations/notes
B. Course Requirements Checklist

After reading the Course Syllabus and Student Expectations, the student will complete the related checklist found in Module/Week 1.

C. Discussion Board Forum

Discussion boards are collaborative learning experiences. Therefore, the student is required to create a thread in response to the provided prompt for the forum. The thread must be at least 500 words and demonstrate course-related knowledge. The thread must include at least 2 scholarly sources other than the textbook/course material and must be cited in current APA format. In addition to the thread, the student is required to reply to 2 other classmates’ threads. Each reply must be at least 200 words and contain at least 2 scholarly sources.

D. ExpertNegotiator Analysis

The student will view tutorials and demonstrations for the ExpertNegotiator software used in this course. The student will write a 100-word self-analysis of what he/she wishes to accomplish in the course and how he/she plans to use the software to accomplish those goals. This analysis will be posted in the designated block in the software.
E. **Negotiation Simulations**

The student will be paired with a classmate and a team throughout the term to participate in simulated negotiation exercises using ExpertNegotiator. The student will assume roles provided within the software; post planning and strategy discussions within pairs; contact the other pair in his/her team to negotiate the assigned issues; and post results and reflections within the software. The team simulations will be as follows:

- Negotiation 1 – Planning
- Negotiation 1 – Negotiation and Results
- Negotiation 2 – Planning
- Negotiation 2 – Negotiating
- Negotiation 2 – Self-Critique (including Peer Evaluations)

F. **Ethics Paper**

The student will write a paper of at least 800 words in current APA format that focuses on the ethics of common negotiation strategies, particularly those of deception and withholding information, using a biblical worldview. The paper must include at least 3 sources in addition to the Bible and/or textbook.

VI. **COURSE GRADING AND POLICIES**

A. **Points**

<table>
<thead>
<tr>
<th>Task</th>
<th>Points</th>
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<tbody>
<tr>
<td>Course Requirements Checklist</td>
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<tr>
<td>Discussion Board Forum Thread</td>
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</tr>
<tr>
<td>Discussion Board Forum Replies</td>
<td>60</td>
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<tr>
<td>ExpertNegotiator Analysis</td>
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<tr>
<td>Negotiation Simulations</td>
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<tr>
<td>Negotiation 1 – Planning</td>
<td>100</td>
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<tr>
<td>Negotiation 1 – Negotiation and Results</td>
<td>150</td>
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<tr>
<td>Negotiation 2 – Planning</td>
<td>150</td>
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<tr>
<td>Negotiation 2 – Negotiating</td>
<td>150</td>
</tr>
<tr>
<td>Negotiation 2 – Self-Critique (incl. Peer Evals)</td>
<td>100</td>
</tr>
<tr>
<td>Ethics Paper</td>
<td>150</td>
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</tbody>
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**Total** 1010

B. **Scale**

A = 900–1010  B = 800–899  C = 700–799  D = 600–699  F = 0–599
C. Late Assignment Policy

If the student is unable to complete an assignment on time, then he or she must contact the instructor immediately by email.

Assignments that are submitted after the due date without prior approval from the instructor will receive the following deductions:

1. Late assignments submitted within one week of the due date will receive a 10% deduction.

2. Assignments submitted more than one week late will receive a 20% deduction.

3. Assignments submitted two weeks late or after the final date of the course will not be accepted.

4. Late Discussion Board threads or replies will not be accepted.

Special circumstances (e.g. death in the family, personal health issues) will be reviewed by the instructor on a case-by-case basis.

D. Disability Assistance

Students with a documented disability may contact Liberty University Online’s Office of Disability Academic Support (ODAS) at LUOODAS@liberty.edu to make arrangements for academic accommodations. Further information can be found at www.liberty.edu/disabilitysupport.
## COURSE SCHEDULE

**BUSI 455**


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<thead>
<tr>
<th>MODULE/ WEEK</th>
<th>READING &amp; STUDY</th>
<th>ASSIGNMENTS</th>
<th>POINTS</th>
</tr>
</thead>
</table>
| 1            | Sande: chs. 1–7 3 presentations | Course Requirements Checklist  
Class Introductions  
Register in ExpertNegotiator  
DB Forum Thread | 10 0 0 100 |
| 2            | Lewicki et al.: chs. 14, 16 1 presentation | DB Forum Replies  
ExpertNegotiator Analysis | 60 40 |
| 3            | Lewicki et al.: chs. 1–2, 8, 10 1 presentation | Negotiation 1 – Planning | 100 |
| 4            | Lewicki et al.: chs. 3–5, 17 1 presentation | Negotiation 1 – Negotiation and Results | 150 |
| 5            | Lewicki et al.: chs. 11–13  
Sande: chs. 8–9 1 presentation | Ethics Paper | 150 |
| 6            | Negotiation Backgrounds 1 presentation | Negotiation 2 – Planning | 150 |
| 7            | Lewicki et al.: chs. 6–7, 18 1 presentation | Negotiation 2 – Negotiating | 150 |
| 8            | Lewicki et al.: ch. 15 1 presentation | Negotiation 2 – Self-Critique/Peer Evaluations | 100 |

**TOTAL** 1010

DB = Discussion Board

**NOTE:** Each course module/week (except Module/Week 1) begins on Tuesday morning at 12:00 a.m. (ET) and ends on Monday night at 11:59 p.m. (ET). The final module/week ends at 11:59 p.m. (ET) on **Friday**.