



Dear Prospective Applicant,

Thank you for your interest in the *Negotiations and Conflict Management* graduate program at the University of Baltimore.

The Negotiations and Conflict Management program, or CNCM as it's known at UB, is a dynamic, innovative, applied, cross-disciplinary master's degree program that prepares students for a broad range of careers in which conflict management skills are necessary.

The program, housed in the College of Public Affairs, offers evening classes beginning at both 5:30 and 8:15 PM and is designed to accommodate working professionals. Courses in the M.S. program provide students with a broad understanding of conflict and ways that it can be managed constructively.

Students in the CNCM program come from a broad range of professional and academic backgrounds and arrive with diverse interests in a variety of different types or levels of conflict. Current students in the program express interest in issues related to mediation in the local court system, organizational and workplace disputes, communal conflict between groups, and international conflict resolution, including intervention in violent conflicts with ethnic, religious, racial, and cultural dimensions.

Students in the CNCM program develop knowledge related to conflict analysis in a variety of settings and develop practical skills in a broad range of interventions from mediation to negotiation and facilitation to dialogue. Some students are interested in learning how to settle disputes through alternative methods designed to promote mutually acceptable outcomes. Others are interested in learning how to build peace in communities experiencing protracted conflicts. A few are even interested in promoting and managing social change. All students share an interest in learning how to build capacity among disputants to handle their conflicts in ways that are more constructive.

Many students see the opportunity to work with others in the classroom on topics of mutual interest to be among the most exciting part of their day. With that in mind, courses are designed to be engaging and to make students think critically and creatively. Courses are also designed to expose students to interesting research and insights from scholars in the conflict management field. All courses are meant to provide students with an opportunity to specialize in a particular area relevant to their own unique professional and academic goals. The seminar style format and small class size of CNCM courses allows for a good deal of interaction among students and fantastic access to faculty who are committed to student success in the classroom and beyond.

CNCM faculty are authors, scholars, practitioners, and committed educators with diverse expertise who share a commitment to providing students with an opportunity to achieve their own unique academic and professional goals. The faculty have a variety of research and teaching interests that reflect the breadth of the field from topics related to mediation and negotiation to the examination of international conflict and even the transformative effects of dialogue and civic engagement.

Towards the end of the M.S. program, every CNCM student has an opportunity to design a project that integrates their studies at the university and sets the stage for their future professional growth under the guidance of a program faculty member. In addition, all students get hands-on experience working with an organization on a conflict management project during an internship for which they receive graduate credit.

For students who aren't quite sure what they want to do with their degree in Negotiation and Conflict Management, the program has developed the first ever course in the field on *The Conflict Management Profession*. The course was created to provide students an opportunity to explore the range of careers they can pursue with a degree in this emerging field.

The CNCM program also has an active graduate student association that represents student interests and works to provide networking, social, and professional development activities for students in the program. And, I'm also pleased to tell you that more than a decade's worth of CNCM alumni are now engaged in professional



pursuits that utilize their conflict management skills. These alumni can sometimes even be called on to serve as mentors to students enrolled in the program.

For additional information on the CNCM program and its offerings, we encourage prospective applicants to visit the program's website:

<http://www.ubalt.edu/cpa/graduate-programs-and-certificates/degree-programs/negotiations-and-conflict-management/index.cfm>

Those considering the program carefully should feel free to reach out to CNCM faculty with whom they share interests or with whom they would like to study.

We certainly hope that you will consider applying to the CNCM program. Questions related to program admissions can be sent to Ms. Kim Edmonds, the Assistant Director of Graduate Admissions, at kedmonds@ubalt.edu. If you would like to discuss degree requirements or issues related to study in the program, you are very welcome to meet with the CNCM Academic Program Coordinator, Mrs. Tylis Cooper, or myself, to discuss questions or concerns that you have. Such meetings can be arranged through Mrs. Cooper by emailing tcooper@ubalt.edu.

We hope you've found this overview to be helpful and we look forward to hopefully receiving your application to the CNCM program.

Best wishes,

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Student Name _____ Student ID No. _____ Date _____

Student Phone Number _____

M.S. in NEGOTIATIONS AND CONFLICT MANAGEMENT for students admitted fall 2012 and later



Core Courses (24 credits)

- CNCM 504 The Conflict Management Profession
- CNCM 506 Understanding and Assessing Conflict
- CNCM 508 Approaches to Managing Conflict/Methods of Dispute Resolution
- CNCM 510 Research Methods
- CNCM 513 Negotiations: Theory and Practice
- CNCM 515 Mediation: Theory and Practice
- CNCM 730 Organizational Conflict and Conflict Management Systems
- CNCM 740 Ethnic and Cultural Factors in Conflict

Internship and Capstone (6 credits)

- CNCM 790 Internship
All core courses or 30 hours of coursework must be completed before enrolling in the internship.
- CNCM 798 Capstone Course
All other degree requirements must be met before enrolling in the capstone course.

Advanced Perspectives and Electives (12 credits): Complete four courses, with at least one course from each of the categories below, or petition the CNCM Program Director to complete 12 credits of elective courses of your choosing from those offered in the College of Public Affairs, the College of Arts and Sciences and the Merrick School of Business.

Individual and Interpersonal Perspectives

- APPL 604 Interviewing
- APPL 605 Advanced Theories of Personality and Counseling
- APPL 612 Human Relations
- CNCM 519 Advanced Mediation Skills
- CNCM 620 Special Topics
- CRJU 702 The Victim: Crime, Victims and Society
- INSS 797 Advanced Topic: Information Systems
- LEST 603 Law of Contracts
- LEST 606 Family Law
- PUAD 705 Special Topics in Public Administration

Managerial and Government Perspectives

- APPL 641 Organizational Psychology
- APPL 642 Motivation, Satisfaction and Leadership
- APPL 646 Employment Law in Human Resource Management
- CNCM 517 Arbitration: Theory and Practice
- CNCM 620 Special Topics
- CRJU 640 Managing Police Organizations
- CRJU 642 Managing Correctional Institutions
- ECON 504 Economics
- MGMT 600 Leading and Managing People
- MGMT 710 Human Resource and Compensation Management
- MGMT 725 Labor Relations and Conflict Management
- MGMT 730 Leadership, Learning and Change
- MGMT 732 Leadership: Self-Organization in the Firm
- MGMT 760 Organizational Creativity, Change and Entrepreneurship
- MGMT 797 Special Topics in Management
- PUAD 731 Public Employee Union Labor Relations and Collective Bargaining

Cultural, Ethical and Policy Perspectives

- APPL 624 Psychology and the Law
- APPL 643 Advanced Social Psychology
- CNCM 620 Special Topics
- CRJU 610 Administration of Justice
- CRJU 631 Police and Society
- CRJU 713 Seminar in Judicial Administration
- ECON 640 Economics of Public Policy and Corporate Social Responsibility
- LEST 507 Legal and Ethical Arguments
- LEST 508 Law and Morality
- LEST 605 Areas of Law
- LEST 624 Professional ethics
- MGMT 712 Employment Law and the Human-Resources Manager
- PUAD 751 Policy Issues in Health Care
- PUAD 761 Environmental Policy and Administration

Elective Courses of Your Choosing
