

# Master of Science in Conflict Management

The Master of Science in Conflict Management (MSCM) is designed to train students to be conflict resolution practitioners in varied environments. The curriculum includes courses in theory, research, design skills and practice skills. It offers field study opportunities. Students select a specific environment and develop a substantive specialty.

The primary objective of the MSCM is to produce students who: (1) understand the nature of conflict from the perspective of multiple disciplines; (2) understand the continuum of responses to conflict; (3) possess the necessary skills to facilitate the management of various types of conflict; (4) demonstrate the ability to analyze and research conflict in an organizational environment; (5) demonstrate the ability to design conflict intervention procedures and strategies appropriate to a particular situation or environment; (6) demonstrate the ability to evaluate the efficacy of a given intervention or system of interventions; and

(7) successfully participate in conflict management on a practical level in one or more specific environments.

The Master's program prepares students to identify and pursue opportunities for a new career based on conflict management expertise. The MSCM also provides students with enhanced credentials to pursue career advancement in an existing work environment.

## General Requirements for Admission to MSCM Program

The Graduate Admissions Committee of the Department of Political Science and International Affairs determines the eligibility of each person who applies for admission to the MSCM program. Admission will be granted only to students showing high probability of success in postgraduate study.

To be considered for admission to the MSCM program, the following application materials must be gathered by the student and submitted in one packet to the *MSCM Graduate*

*Director, Department of Political Science and International Affairs, Kennesaw State University, 1000 Chastain Road, MB# 2302 Kennesaw, GA 30144-5591:*

1. Application Form: A special MSCM information packet and application is available and can be requested by calling 770-423-6299 or from the website at [www.kennesaw.edu/pols/mscm](http://www.kennesaw.edu/pols/mscm).
2. Transcripts: Official transcript for a baccalaureate degree from an accredited college or university with a minimum grade point average of 2.80 on a 4.0 scale. Official transcripts for all undergraduate and graduate courses must be submitted.
3. Test Score: Applicants must submit a test score of 800 on the General Test of the Graduate Record Exam (GRE) (verbal, quantitative ) and 3.5 on the Analytical Writing section of the General Test; 475 on the Graduate Management Admissions Test (GMAT); or 151 on the Law School Admission Test (LSAT). Test requirements may be waived for applicants who have earned an advanced degree. Scores which are still available under the scoring in effect prior to October 1, 2002, will continue to be considered for admission to the MSCM program.
4. Letter of Intent: An application letter that states the applicant's interest and goals for the MSCM and the potential use of the degree.
5. Résumé: A current résumé is required.
6. Recommendations: Two letters of recommendation that address the applicant's potential for graduate study and use of the MSCM degree from employers, supervisors, or professors familiar with the applicant's ability.
7. Immunization Requirement: see Graduate Admissions section - page 20 of this catalog.

Consideration is given to the applicant's academic record, test score, letters of recommendation, résumé, and typed personal statement and objectives. However, when there is a conflict in the predictions of success from the GPA and test score, exceptions may be made if the applicant's educational background,

excellence in performance in business and professional activities, creativity and leadership, or experience in the field of alternative dispute resolution indicate success in the program. In reviewing the academic work of applicants, the junior/senior adjusted grade point average for all applicants will be considered. In cases where the applicant has done additional accredited undergraduate work beyond the bachelor's degree or has done accredited graduate work, the most recent two-year adjusted GPA will be used in the admissions consideration.

An applicant will not be admitted until a completed application, application letter, current résumé, two letters of recommendation, valid Immunization Certificate for measles, mumps and rubella, official test score, and official transcripts for all undergraduate and graduate courses have been received and evaluated.

### **Non-Degree Admission**

Only students classified as MSCM degree students are permitted to enroll in the regular MSCM courses. However, any student admitted to graduate study at KSU may enroll in Special Topic CM courses (CM 8900).

### **Grades in Graduate Courses**

See Academic Policies: Expectations for Satisfactory Level Student Performance in Graduate Catalog.

### **Petition to Graduate**

Each MSCM student must petition to graduate at least one semester prior to completion of program requirements. A petition will be prepared by the program coordinator and mailed to the student's home address.

### **Financial Information and Assistance for MSCM Program**

#### **1. Premium Pricing**

The cost of the program is \$20,500, which includes tuition, fees, books and class materials, meals on class weekends, travel to an international conference, membership in a professional organization and a subscription

to an ADR journal. The cost includes a non-refundable reservation fee of \$500 which is due upon official notification of acceptance in order to reserve a place in the program. NOTE: Insurance premiums associated with health insurance required by the University for all international students are not included in the cost of the program.

**2. Financial Aid**

All MSCM applicants are encouraged to apply for financial aid in the event of an emergency that could prevent them from fulfilling their commitment to the program.

**3. Fee Schedule and Deadlines**

Tuition is pro-rated over the length of the program with a payment of \$5,000 due on or before the first day of class each semester.

**4. Payment of Fees**

Payment of the \$500 reservation fee is due on notification of acceptance to the program. Payment of this fee and the \$5,000 semester tuition fee can be made by check or credit card (VISA, MasterCard or Discover).

**5. Refund Policy**

The MSCM policy states that 30% of the \$5,000 will be refunded, if a student withdraws before the semester deadline. No refunds will be given for withdrawing from classes after the following dates:

<u>Deadline for Fall 2005</u>	September 27
<u>Deadline for Spring 2006</u>	February 4
<u>Deadline for Summer 2006</u>	June 10
<u>Deadline for Fall 2006</u>	September 23

**Master of Science in Conflict Management**

**M.S. in Conflict Management**

**Credit Hours**

**CORE COURSES**

**36**

- CM 7200 Foundations and Theories of Conflict Management (7)
- CM 7205 Basic Mediation Skills (2)
- CM 7300 Critical Knowledge and Skills of Conflict Management (7)
- CM 7305 Advanced Conflict Management Skills (2)
- CM 7400 Conflict Management Research Methods (3)
- CM 7500 Conflict Management Systems Design (3)
- CM 7600 Study of a Specific Conflict Management Environment (3)
- CM 7700 The Practice of Conflict Management (7)
- CM 7705 Family Mediation Skills Training (2)

**PROGRAM TOTAL: 36**

## Conflict Management Course Descriptions

### CM 7200. Foundation and Theories of Conflict Management. 7-0-7.

*Prerequisite: Admission to MSCM graduate program or permission of program director.*

This course is designed to introduce students to the foundation and theories of conflict management. The course includes an interdisciplinary introduction to conflict, sources of conflict, and conflict theory. The course introduces students to various responses to conflict, the ADR continuum, and negotiation theory.

### CM 7205. Basic Mediation Skills. 2-0-2.

*Prerequisite: Admission to MSCM graduate program or permission of program director.*

This course is designed to provide students with basic mediation training approved by the Georgia Office of Dispute Resolution for mediators handling court-referred or court-ordered cases.

### CM 7300. Critical Knowledge and Skills of Conflict Management. 7-0-7.

*Prerequisite: CM 7200.*

This course is designed to introduce students to critical knowledge and skills of conflict management. The course will integrate an introduction to interpersonal and intergroup conflict with an understanding of organizational, community, international, and intercultural conflict. Students will gain critical skills in multi-party and public policy facilitation and mediation, as well as skill in co-mediation.

### CM 7305. Advanced Conflict Management Skills. 2-0-2.

*Prerequisite: CM 7200; CM 7205.*

This course is designed to provide students with advanced conflict management skills, including an introduction to diversity awareness, ombudsing, co-mediation, facilitation, multi-party mediation, and train the trainer.

### CM 7400. Conflict Management Research Methods. 3-0-3.

*Prerequisite: CM 7200; CM 7300.*

This course is designed to introduce students to basic research methods used in the study of conflict. There is a particular emphasis upon methods to assess conflict and evaluation interventions designed to address conflict in a given environment.

### CM 7500. Conflict Management Systems Design. 3-0-3.

*Prerequisite: CM 7200; CM 7300; CM 7400.*

This course will prepare students to design a system to address conflict in the environment of an organization.

### CM 7600. Study of a Specific Conflict Management Environment. 3-0-3.

*Prerequisite: CM 7200; CM 7300; CM 7400; CM 7500.*

In this course the student chooses a specific environment for application of the knowledge and skills acquired through the academic and clinical components of the program. The study of a specific conflict environment provides the context for the student's fieldwork in the final semester of the MSCM program.

### CM 7700. The Practice of Conflict Management. 7-0-7.

*Prerequisite: 27 hours in graduate CM courses and approval of the program director.*

This course includes field study in a specific conflict environment chosen by the student with the guidance of the faculty. The student will analyze conflict in the chosen environment and, where appropriate, will make policy recommendations or design and plan implementation of intervention processes to address the conflict. The student will prepare an extensive written report of this analysis, accompanied by an annotated bibliography.

### CM 7705. Family Mediation Skills Training. 2-0-2.

*Prerequisite: CM 7205.*

A forty-hour training clinic focusing on the content and skills specific to divorce and custody mediation and problems of the family.

### CM 8900. Special Topics (repeatable). 1-3.

*Prerequisite: Admission to graduate study or permission of director of MSCM.*

Exploration of a specified topic in conflict management.