

**MASTER OF ARTS IN DISPUTE RESOLUTION (MADR)
PROGRAM**

**Dr. Loreleigh Keashly, Academic Director
COLLEGE OF URBAN, LABOR AND METROPOLITAN
AFFAIRS**

WAYNE STATE UNIVERSITY

Newsletter

Volume 1 November 2004 Number 1

Dear MADR Students and Other Interested Readers:

Welcome to the first issue of the Master of Arts in Dispute Resolution (MADR) Program Newsletter. In this edition, you'll find:

- A welcome letter from Loreleigh Keashly,
- The MADR winter 2005 course schedule,
- Details on two featured courses that will be offered in the winter term,
- Information about the Association for Conflict Resolution (ACR) Michigan Southeast Chapter and an ACR-sponsored event on December 2nd,
- A reminder about the upcoming Conversations with DR Practitioners on December 1st,
- An update on the inaugural Hank Marx Lecture in Dispute Resolution held on November 12th,
- Details on a DR conference coming in February 2005,
- Profiles of two current MADR students.

Dr. Loreleigh Keashly and I hope that you will find this newsletter both informative and useful. We plan to publish the newsletter in this electronic format once each academic term. If you have any ideas for inclusion in future editions, please email them to me at: linda.hulbert@wayne.edu

Happy reading,



Linda Lora Hulbert
MADR Program Project Coordinator

**And now, a word from MADR Academic Director, Dr.
Loraleigh Keashly . . .**

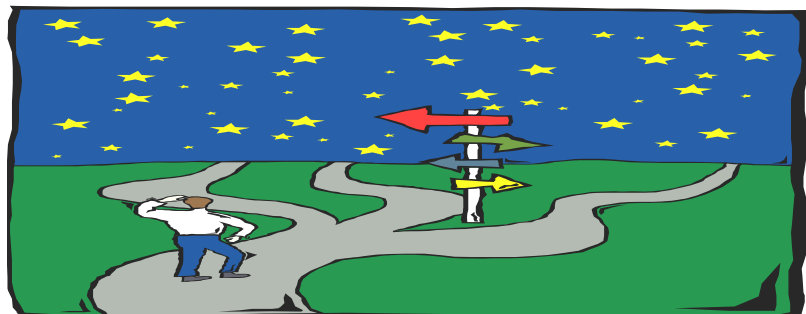
Hello, everyone.

Well, we have survived a presidential election and now the challenging work of building collaboration and consensus out of a sharply divided country begins. Fortunately, the skills needed to help people develop their voices and participate in spirited yet constructive conversations are part of our repertoires as dispute resolution practitioners. So I strongly encourage you to find those places where you can put your skills, knowledge, and experience to work.

In an effort to facilitate your ongoing professional development, we are launching this inaugural issue of the MADR newsletter. The newsletter will include updates on the program, including course schedules and new courses that we are launching. We will also have information about upcoming events locally and nationally that speak to your interests in social justice and dispute resolution work. To facilitate your networking efforts, we will have updates from a variety of DR related organizations such as the S.E. Michigan Chapter of the Association of Conflict Resolution and the ADR section, State Bar of Michigan. In each issue, we will profile current students and/or alumni so that we can highlight the talent that exists among us. We would also like to include a topical section on hot issues in DR and would welcome your suggestions and contributions in this area.

So read on and enjoy. And, as always, let us know what you need to continue on the path you started by participating in our program.

Later, LL



☀ WINTER 2005 MADR COURSES ☀

| COURSE NUMBER | COURSE REF. NUMBER | TITLE | DAY | TIME | LOCATION | INSTRUCTOR |
|--------------------------------|---------------------------|---|------------|---------------|-----------------|---------------------|
| <u>DR 6992</u> | 20492 | Special Topics - Conflict and Reconciliation | F | 12:50-3:35 pm | 120 Manoogian | Lyons, Barry |
| <u>DR 6992</u> | 25135 | Democratic Theory & Conflict Resolution (PS 7550 equiv) | Th | 6:00-9:00 pm | 64 Manoogian | Chasdi, Richard |
| <u>DR 7220</u> | 23047 | Concepts & Processes of Dispute Resolution II: Neutral Intervention Theory & Practice | T | 6:00-9:00 pm | 116 State Hall | Nowakowski, Michael |
| <u>DR 7890</u> | 20247 | Capstone Seminar in Dispute Resolution | W | 6:00-9:00 pm | 3351 FAB | Keashly, Loreleigh |
| <u>DR 7990</u> | 21829 | Directed Study | Arr. | Arr. | Arr. | Keashly, Loreleigh |

WINTER 2005 MADR FEATURED COURSES

Dr 6992 Fri 12:50-3:35 pm 120 Manoogian Professor Barry Lyons 3 credits (ANT 6680) (ANT 7630)

“Research Seminar on Conflict and Reconciliation”

Are you . . .

- ♦ interested in learning more about the anthropology of emotions, psychology,

conflict, and reconciliation?

- ◆ interested in honing your research skills and analytical and writing skills?

This course will focus on questions such as these . . .

- ◆ What makes for an effective apology, and how do apologies vary cross-culturally?
- ◆ How do practices such as meditation or compensation payments for deaths in non-state societies help to achieve reconciliation? When do they fail?
- ◆ What are the successes and limitations of Truth and Reconciliation processes in places like South Africa in facilitating empathy and reconciliation?
- ◆ In what ways do conflict resolution procedures in small-scale societies parallel or diverge from western therapeutic models that call for open emotional expression, catharsis, and empathy?
- ◆ How do cultural models of the dynamics of anger, empathy, and reconciliation vary? Do the underlying psychological processes actually work differently cross-culturally?
- ◆ What are the preconditions, successes, and limitations of non-violent strategies of social change for transforming conflicts through empathy?

What is a research seminar?

This course will be an intellectually stimulating experience in which we will individually and collectively work through a set of shared questions around a central topic. The central topic is *the role of empathy in reconciliation and the role of reconciliation within the range of means humans have developed to avoid, manage, contain, and resolve conflicts*. The first four-six weeks will aim at developing a common understanding of the questions and the existing literature through reading and critiquing works chosen by the instructor. During this time, students will also define and begin to develop the piece of the larger set of questions that they individually will research. The rest of the semester will be devoted to student research into these questions, with the instructor's guidance and feedback. Students will regularly discuss their on-going research and read and critique each other's work. We will probably use Blackboard for posting and discussing student work electronically as well as in class. The instructor will also read and provide feedback on student work each week, organize and guide our discussions, and possibly assign further reading to the class as a whole or to students focusing on particular topics as our discussions develop. The aim is to produce a set of professionally presentable papers at the end of the semester.

Contact Dr. Lyons for more information: barry.lyons@wayne.edu or 313.577.9623.



DR 7220 Tue 6:00-9:00 pm 116 State Hall Professor Michael Nowakowski 3 credits

“Neutral Intervention in Dispute Resolution”

The focus of this course is on the role of the mediator and arbitrator in dispute resolution processes. Closely examined will be the theoretical and practical applications of mediation in labor/employment, community disputes, legal disputes, domestic relations, and the transformative model as used by the United States Postal Service.

Guest presentations will be made by practitioners focusing on the topics above, plus the role of women and minorities in mediation, arbitration, and even the new “collaborative law” approach to representing clients.

Students will be participating in role-play exercises depicting the various mediation phases as well as the presentation of the conclusions reached in writing their research papers.

Contact Professor Nowakowski for more information: ad7614@wayne.edu or 313.226.7769.

**MESSAGE FROM THE INCOMING ASSOCIATION FOR
CONFLICT RESOLUTION MICHIGAN SOUTHEAST
CHAPTER PRESIDENT**

Greetings MADR students and alumni!

As some of you know, last year a group of Michigan ADR practitioners gathered here at Wayne State University to found the Michigan - Southeast Chapter of ACR. The Association for Conflict Resolution (ACR) is a international professional organization dedicated to enhancing the practice and public understanding of conflict resolution. ACR represents and serves a diverse national and international audience that includes more than 6000 mediators, arbitrators, facilitators, educators, and others involved in the field of conflict resolution and collaborative decision-making. Anyone interested in the field of conflict resolution is welcome to join.

The Michigan Southeast Chapter now boasts more than 75 members and we are growing. We invite you to learn more about the Chapter and to attend our educational programs throughout the year. For example, coming up on December

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2 at 6:00 pm at the Law School auditorium we are hosting a presentation by best-selling author Bernie Mayer on his new book Beyond Neutrality from Jossey-Bass Press.

We encourage Members (note that we have a reduced fee for students!) to participate in Committee activities, and to take advantage of the many opportunities which ACR - Michigan Southeast offers to network with others in the field of conflict resolution. You can register as a Regular Chapter Member for a \$30 annual fee or as an Affiliate Member (if you are a student or a DR volunteer) for a \$15 annual fee. This does not include membership in the national ACR organization. Linda Hulbert can provide you with an application form, or you can get one online at <http://www.mediate.com/acrmichigan/>

Networking is a big part of becoming a conflict resolution specialist, and the ACR Michigan Southeast Chapter is a great way to get started. We hope you'll consider joining us, and perhaps even attending the national conference next fall in Minneapolis, Minnesota.

Best wishes to you all in your studies and career explorations!

Sincerely,

Bill Warters, Ph.D.
President
ACR Michigan Southeast Chapter,
Association for Conflict Resolution

When? Wednesday, December 1, 2004

Time? 4:30-6:00 PM

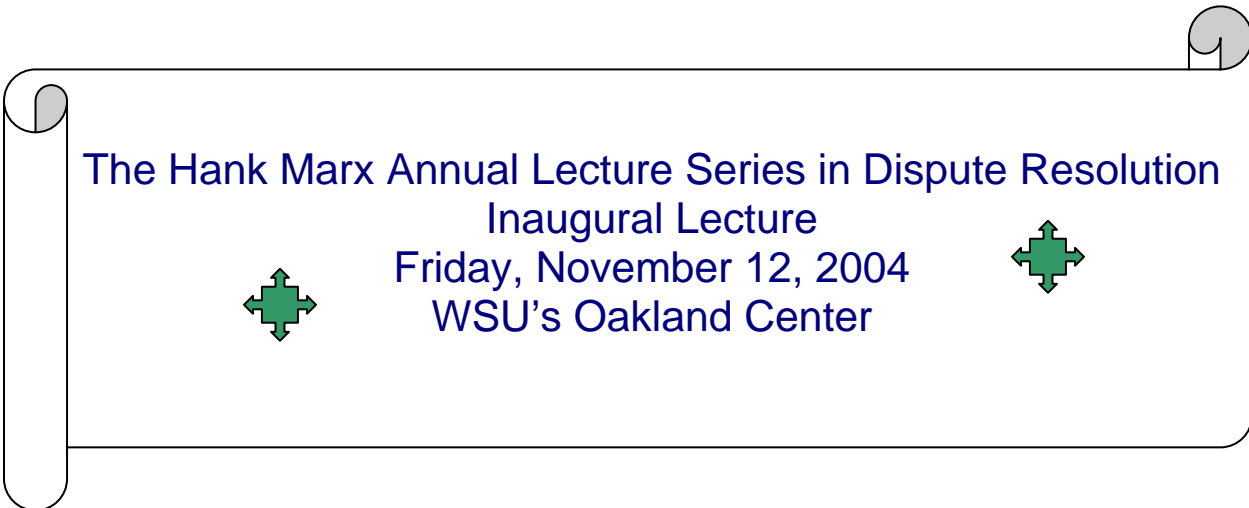
Where? 3339 F/AB, Main Campus

Who? Hal Stack, Director, Labor Studies
Center, CULMA, WSU



Topic? Dispute Resolution in Labor Relations

How? RSVP by Wednesday, November 24, 2004
to Beth Babini
ah5165@wayne.edu





The Hank Marx Annual Lecture Series in Dispute Resolution
Inaugural Lecture
Friday, November 12, 2004
WSU's Oakland Center



I'm happy to announce that the inaugural lecture in the Hank Marx Annual Lecture Series in Dispute Resolution, Friday, November 12, 2004, was a success. More than 70 people attended the event, including: professional and volunteer mediators; local mediation center personnel; human resources personnel; representatives from law firms, the judiciary, universities, and secondary schools.

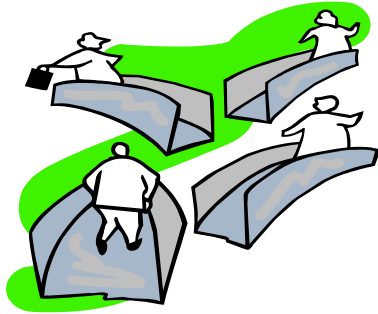
Phyllis Hanfling, Director, Office of Dispute Resolution, US Department of Energy, gave an inspired lecture covering the varied uses of ADR in the federal government. Her presentation was followed by a moderated panel discussion and audience question-and-answer. Loreleigh Keashly, MADR Academic Director was the moderator, and the panelists were: Roseanne Ellison, Environmental Protection Agency, Detroit, MI; Barbara Johannessen, Mediation Specialists, Oakland County, MI; Michael Nussbaum, Bonner, Kiernan, Tribach and Crociata, Washington, DC; Doug Van Epps, State Court Administrator's Office, Lansing, MI. The morning-long event finished with closing remarks from Hank Marx.

This lecture series, established on March 3, 2004, by Hank's three daughters, was a gift for an "important" birthday to a beloved father. We hope that this will become an annual event for many.

A gift to the Hank Marx Annual Lecture Series in Dispute Resolution can help this hope be realized. If you'd like to make a contribution to the series, please send me an email, including your mailing address, and I'll mail you a donation card. Thank you.

linda.hulbert@wayne.edu





**14TH ANNUAL
SYMPOSIUM ON
CONFLICT
RESOLUTION
Ottawa, Canada
February 4, 2005**

The focus of this one-day conference is “Peacemaking and Peacebuilding Inside and Outside Canada: Linking the Local, National, International, and Global.” Conference strands include:

- ◆ humanitarian assistance;
- ◆ conflict management capacities;
- ◆ security;
- ◆ political structures and processes;
- ◆ judicial reform;
- ◆ economic structures and processes;
- ◆ social empowerment;
- ◆ psycho-social intervention;
- ◆ culture and communications;
- ◆ closure and reconciliation.

The event is sponsored by the Department of Law, the Center for Conflict Education, Carleton University; Faculty of Law, Common Law Section, University of Ottawa, Conflict Studies, Faculty of Human Sciences, Saint Paul University.

For more information on this symposium, or to inquire about registration, please contact:

The Center for Conflict Resolution and Research
Carleton University
Room C473 Loeb Building
1125 Colonel By Drive
Ottawa, Ontario K 1S 5B6
Phone: 613.520.2600 ext. 2621
Fax: 613.520.4467
Email: helen_taylor@carleton.ca

MADR STUDENT PROFILES

In response to my request for information to include in upcoming MADR Newsletters, two MADR students, Heather Sandlin and Paul Saba, sent me their student profiles, which appear below. Do you want your fellow MADR students to know more about you and why you're a part of this program? Do you want your fellow MADR alumni to know more about you and how you've applied your MADR experience to your current job? Email me (linda.hulbert@wayne.edu) your information to include in a future issue.

Heather Sandlin joined the MADR Program in Fall 2004. She holds a Bachelor of General Studies, areas of focus: sociology, communications, and anthropology. Heather says that she chose the MADR Program at WSU because, "The program offers a good combination of career fields I would like to work in." She adds that there are diversified opportunities and industries to choose from which employ people with DR training.

Having worked for the last seven years in a marketing/recruitment capacity in higher education, Ms. Sandlin plans on moving to family mediation upon completion of her master's degree.

Regarding her experiences so far in the MADR Program, Heather says that the most positive have been "the wide range of backgrounds of fellow classmates and sharing experiences." She continues, "The experiences of faculty and their knowledge in the subject area is very intriguing."

Paul Saba became a MADR student in fall 2002 and a full-time law student in fall 2003, meaning that he is pursuing the JD-MADR joint degree. He holds a Bachelor of Arts in Economics and Middle Eastern Studies from the University of Michigan. Why did Paul initially choose WSU's MADR Program? He says, "I chose this program because of my interest in the Arab/Israeli Conflict, but now I see that the program is providing a happy balance of curriculum when juxtaposed to my coursework at the law school, and thus has allowed me to realize my potential as a neutral, and more specifically, a mediator."

Mr. Saba has a long and varied DR history: as a Student Resolution Mediator for student disputes when he was an undergrad in Ann Arbor; as a graduate assistant during his first year in the MADR Program, working for Dr. Bill Warters on the Campus Conflict Resolution Resources project, serving as an assistant editor for the *Conflict Resolution in Higher Education Report*; as an intern in summer 2003 with the Michigan Department of Civil Rights Mediation Department; as an intern in summer 2004 with the Dispute Resolution Office of the Federal Energy Regulatory Commission in Washington, D.C.; and, currently, as a volunteer mediator at the Mediation Service office in Detroit, which is affiliated with the Neighborhood Reconciliation Center. Paul's long-term goal is to serve in some form as a third-party neutral, and he says, "As for exactly what my niche will be . . . that will be determined based on my experience in the short-term."

"Each class that I have taken thus far under the MADR Program," says Paul, "has provided me with key insight into dispute resolution. Whether it be understanding how to manage conflict in cross-cultural settings, how to effectively negotiate with parties, or simply how to actively listen, I am grateful for the skills I have developed because of the courses I have taken."

The next issue of the MADR Newsletter will appear in February 2005. Until then, productive and worthwhile MADR experiences are wished for you.
Linda