

Request for Undergraduate Course Addition - Page 2
Additional Information Required for Undergraduate Course Addition

College: LCOB Department/Division: Mgt., Mkt., & MIS Alpha Designator/Number: MGT 428

Provide complete information regarding the new course addition for each topic listed below. Before routing this form, a complete syllabus also must be attached addressing the items listed on the first page of this form.

1. Identify by name the faculty in your department/division who may teach this course.

Margie McInerney (primary)
Others who are able if needed: Lorraine Anderson, Katherine Karl

2. If your department/division requires additional faculty, equipment, or specialized materials, attach an estimation of money and time required to secure these items.

None required

3. If this course will be required by a department/division other than your own, identify by name.

Not applicable

4. If there are any agreements required to provide clinical experience, attach details and signed agreements.

None

5. If library resources are deemed inadequate, attach a plan to overcome this. The plan must include the cost as stated by the Dean of Libraries.

Not applicable

6. EQUIPMENT/SUPPLIES NEEDED TO TEACH THIS COURSE (this does not refer to additional equipment/supplies that need to be purchased; simply what materials are needed in order to teach this course successfully.):

No additional equipment or supplies

7. ADDITIONAL GRADUATE REQUIREMENTS IF LISTED AS AN UNDERGRADUATE OR GRADUATE COURSE (please also submit to Graduate Council course addition for 5xx graduate component):

8. PROVIDE A COMPLETE BIBLIOGRAPHY INCLUDING ALL PUBLICATIONS RESEARCHED TO CREATE THIS COURSE AND WHAT PUBLICATIONS MAY BE BENEFICIAL TO STUDENTS TAKING THIS COURSE (separate page).

MGT 428 -Negotiations
Semester, Day, Time
Dr. M. McInerney

Office: CH 420; Office Hours: 8:00-10:00 (MWF)
Phone: 304-696-2675; Fax: 304-696-6013
e-mail: mcinerne@marshall.edu

Course Objectives:

1. Give overall view of social interaction process that is known as negotiation. To learn the process associated with bargaining as well as the behavioral aspects of motivations, interests, and perceptions.
2. Give students the opportunity to develop their bargaining skills through class exercises that involve various types of bargaining situations. Negotiation situations will range from business contracts to buying a new car and from bargaining with your boss to bargaining across different cultures.
3. Different strategies of bargaining will be examined – distributive, integrative, collaborative, coalition, and agent. A variety of stakeholders will be involved.
4. While this is an extremely interactive course, more traditional forms of assessment will be utilized (exams, cases, attendance, etc.).

Attendance:

Unlike more traditional lecture format courses, this class will only work when students attend and participate in class activities. Therefore, if you believe you will be missing a number of classes this semester, you might want to contact the professor ASAP.

Required Textbook:

Negotiations: Readings, Exercises, and Cases 5th Edition; by Lewicki, Barry, Saunders, McGraw/Hill Publishers, 2007. Paperback book.

Class Points:

Exams (2 @ 50 points) = 100 points(both exams will use material from the Readings book and lecture/discussion material from class)

Exercises (8-10 in-class exercises) = 150 points (students will have only two opportunities to make-up missed exercises)

Case = 50 points (the case will come from the textbook)

Total for class = 300 points

Point Distribution:

279-300 Points = A

255-278 Points = B

225-254 Points = C

195-224 Points = D

Below 194 Points = F

NOTE: Your professor does not curve final points for letter grades not do I curve individual exam scores. The points you earn are the points you receive in the class.

Exercises – Approximately 8-10 exercises will be conducted in class. Each exercise is different in terms of length, complexity, issues involved, etc. Therefore, the points gained from each exercise will range from 5 points to 25 points. I will choose the exercises used as I evaluate the learning in the class. I try to tailor the exercises used to create a unique learning environment for each class. If you miss an exercise, you will be able to make up one exercise after each of the two exams. However, I will have only two make-up exercises and their points will be limited to 15 points each. Make-up exercises must be done by a group of students.

Exams – two exams are given during this class. Each exam will consist of material covered in class lecture/discussion; textbook assigned readings; and in-class exercises. Be sure to take notes during class and ask the professor to clarify any points you do not understand. There is no “final exam” given for this class. There will be a comprehensive make-up exam given during finals week if a student misses one of the two exams.

Important Points:

1. No extra credit assignments will be given to individual students. The professor might use bonus point exercises during the class.
2. While this is a class in negotiations, do not attempt to negotiate set assignments, due dates, etc. I have over 20 years of experience with labor negotiations as well as my 20 years as a professor. I am the ultimate authority in this classroom.
3. Read all material before you come to class. If I assign an exercise, make sure you are prepared – don't make your group wait for you to read it or think I won't notice if you try to *bluff* your way through the exercise. I have used these exercises for over 15 years in classrooms and in my consulting work – ***I will know if each student is prepared to negotiate!***

Class Schedule:

This is a tentative schedule that is subject to change at the professor's discretion.

Date	Textbook Readings	Topics
August 25-September 10	R: 1.2-1.2; 1.4-1.6; 1.12 2.1; 3.2; 3.7	Nature of Negotiation; Negotiation Fundamentals
September 15-24	R: 1.7; 1.9; 2.5; 2.8-2.9 6.4-6.5	Distributive Bargaining – Strategies and Tactics; Power and Ethics
September 29-October 6	R: 1.3; 2.3; 2.6; 3.6	The Role of Negotiator – Personality, Style and Relationships
October 8	Exam I (material from above)	
October 13	Make-up Exercise	
October 15-22	R: 1.8; 1.10-1.11; 2.10; 3.3; 5.3; 6.1-6.2	Integrative Negotiations – Objectives, Trust, and Commitment
October 27-November 3	R: 4.1-4.3; 6.3	Communications – Perception and Cognitive Biases
November 5-19	R: 3.4-3.5; 3.8; 3.10; 5.1- 5.2; 5.4; 6.6-6.7	Third Parties at the Table – Coalitions, Agents, and Cultures
<i>November 24-26</i>	<i>Thanksgiving Break</i>	
December 1	Exam II (material since Exam I)	
December 3-8	Case and Second Make-up Exercise	
December 12 (Friday)	Make-up Exam	

Negotiation Bibliography

1. Adler, N. J. (1993). Negotiating with Foreigners. Societal Culture and Management. T. D. Weinsahl. Berlin, Walter de Gruyter & Co.: 501-535.
2. Binbasioglu, M., Bui and P. C. Ma (1995), "An Action-Resource Language for Argumentation. The Case of Softwood Lumber Negotiation, Proc. of the XXVIII HICSS, Los Alamitos: IEEE Computer Society Press, IV, 262-269.
3. Brett, J. F. (1996). "Alternatives to Having a BATNA in Dyadic Negotiation - the Influence of Goals, Self-efficacy, and Alternatives on Negotiated Outcomes", International Journal of Conflict Management **7(2)**: 121 - 138.
4. Chatterjee, K. and G. L. Lilien (1984). "Efficiency of Alternative Bargaining Procedures: An Experimental Study." Journal of Conflict Resolution **28(2)**: 270-295.
5. Druckman, D. (1976). "Cultural Differences in Bargaining Behavior: India, Argentina, and the US." Journal of Conflict Resolution **20**: 413-452.
6. Firth, A. (ed.), (1995), The Discourse of Negotiation. Studies of Language in the Workplace, New York: Elsevier.
7. Fisher, R. and W. Ury (1983). Getting to Yes Negotiating Agreement Without Giving In. New York, Penguin Books.
8. Graham, J. L. (1985). "The Influence of Culture on the Process of Business Negotiations: An Exploratory Study." Journal of International Business Studies: 81-95.
9. Korhonen, P., N. Oretskin, J. Teich and J. Wallenius (1994), "The Impact of a Biased Starting Position in a Single Negotiation Text Type Mediation", Group Decision and Negotiation, 4, No. 4, 357-374.
10. Lax, D.A. and J.K. Sebenius (1986), The Manager as Negotiator. Bargaining for Cooperation and Competitive Gain, New York: The Free Press.
11. Lewicki, R. J. and J. A. Litterer (1985). Negotiation. Homewood, IL, Irwin.
12. Lewicki, R. J. and J. A. Litterer (1985). Negotiation. Readings, Exercises, and Cases. Homewood, IL, Irwin.
13. Neal, M. A. and M. H. Bazerman (1991). Cognition and Rationality in Negotiation. New York, Free Press.
14. Raiffa, H. (1982). The Art and Science of Negotiation. Cambridge, MA, Harvard University Press.
15. Sebenius, J. K. (2002). Six Habits of Merely Effective Negotiators. Harvard Business Review, 79 (4), 87-95.
16. Sebenius, J. K. (1992). "Negotiation Analysis: A Characterization and Review." Management Science **38(1)**: 18-38.
17. Ury, W. (1993), Getting Past No. Negotiating your Way from Confrontation to Cooperation, New York: Bantam Books.