COURSE SCHEDULE & SYLLABUS - PACE 477 - Fall 2011
CULTURE AND CONFLICT RESOLUTION
Assoc. Professor Bruce E. Barnes

GOALS of COURSE

• Students will be able to describe and distinguish at least 5 major methods of conflict resolution, and describe how these methods might apply in at least 3 different and diverse Pacific and world cultures.

• Students will be familiar with at least 4 different conflict resolution techniques found in Polynesia, Micronesia and Melanesia, and other parts of the Island Pacific. Students will be able to describe and contrast Ho’oponopono with other indigenous or non-indigenous methods of conflict resolution.

• Students will be able to describe the principle methods of conflict management and conflict processing in East and Southeast Asian cultures, and the important cultural characteristics of each country’s approach to conflict management. Students can describe how at least 2 of these methods might be helpful if adopted or hybridized by another culture, inside or outside the region.

• Students will be able to differentiate, apply and analyze 5 different cultural themes per (Hofstede et al) and describe the impact of these cultural themes on conflict resolution practices in different cultures.

• Through role plays, videos, simulations and readings students will learn techniques of conflict resolution effective for conflicts between two or more very different cultures. (Examples: conflicts between Hawaiians and the military, Maori and the Pakeha settlers in Aotearoa, negotiation between E Asian and US business executives, Western governments and Somali warlords, male/female divorces.)

• Students will gain a better understanding of the contribution of each of Hawai’i’s constituent cultures (Japanese, Hawaiian, Samoan, Caucasian, Chinese, Filipino, and other Southeast Asian cultures) to modern conflict resolution methodologies.

• Students will participate in a simulation of a contemporary public-arena cross-cultural simulation involving terrorism and a large, island-based population with multiple stakeholder groups.

Grading Criteria for PACE 477
( Note: course final grading incorporates (+) and (-) system)

Journals 2 journals submitted, each with a 5-page minimum 25%
Midterm paper - 6 page minimum. 25%
Final project - presentation and writeup 8 - page minimum. 30%
Attendance (miss over 3 classes can lower this grade) 20%

See instructor for makeup options if over 3 excused absences.
W Focus Course and Type of Writing Encouraged in PACE 447

As a “W Focus” course this class incorporates a total of a minimum of 24 pages of written material, as noted in syllabus. Opportunities are provided for guided rewriting of drafts of journals and reviewing early drafts of the midterm and final papers with the instructor. Your writing can incorporate relatively simple research methodologies such as internet databases with the textbook basic elements, video presentations and lectures in class. Students are encouraged to write about emerging challenges in the field of conflict resolution practices by addressing conflicts involving minority “cultural” groups such as handicapped, LGBT groups, animal rights, indigenous groups, Native Hawaiian, military, organic farmers, and many other types of people (cultures) who become stakeholders in conflicts, large and small, local and international who may not even consider themselves as part of a distinct culture or subculture. These are only a few examples of the range of possible topics.

The emphasis in this course is on developing a concise, accurate, clear, analytical, professional yet pioneering style of writing that addresses traditional or novel areas of conflict and describes old or new forms of negotiation, mediation, facilitation or hybridized versions of conflict resolution processes suitable for the types of emerging conflicts that confront the world now. The conflicts might involve families, communities or global regions... set in a time frame at the present or in the very near future. In offering this “400 level” course, my goal as instructor is to allow students to explore a wide variety of related conflict resolution issues and to develop basic research/writing skills that can help each student as they are narrowing and focusing their educational goals towards a desired career or graduate study area of concentration.

Examples of the broad range of conflicts that past students in this course have addressed include: interspecies conflicts between humans and dolphins, innovative conflict resolution models for Native Hawaiian urban families in land disputes and family disputes, using music as a tool of conflict resolution methodology, developing a hybrid method for managing and resolving conflicts over water as a finite resource for people living in an island state, global conflicts around environmental threats to oceans, fresh water, air pollution, natural disasters or air pollution. Other students have explored ways to create new processes to fairly manage “use conflicts” over parks, beaches or ocean bay areas between boaters, surfers, fishermen, swimmers and kayakers. The focus is how these conflicts could be prevented, managed or resolved, while describing processes suitable for individuals or groups and their respective cultures or subcultures.
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<tr>
<th>Week #</th>
<th>Dates</th>
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<tr>
<td>Class 2</td>
<td>5-25</td>
<td>Talking Circle – (Native American). Hofstede text reading assignment - “Cultures and Organizations” parts I and II. The field of conflict resolution, (Made in America?) North American culture creates the field of ADR. Conflict Resolution Definitions Negotiation, Mediation. Arbitration, Consensual methods, facilitation, litigation. ADR. Videotape: “Cultural Approaches to Conflict Resolution: produced at the U. of Hawai‘i.” Cultural factors &amp; Hofstede’s dimensions—Power Distance. Male/Female, LTO, Individualist-Collectivist dimensions. Individual appointments available for writing conference with instructor beginning today- drafts of journals or midterm OK.</td>
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<td>5-30</td>
<td>Memorial Day, no class meeting today.</td>
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This journal should discuss at least one aspect of Chinese or Japanese culture and one aspect of North American majority culture, and how you or others living in the broader Asia-Pacific-North American region could use the insights and information discussed during the first four classes in this course to improve negotiation, business relationships or human relationships in the Asia-Pacific region or in the world.

Culture and International Conflicts: Somalia, Clash of Civilizations (Huntington) Military culture, NGO cultures. Conflict Resolution in Africa (Read excerpts on Nigeria, Lebanon, Somalia. Online research of African and Muslim/Middle East conflicts and cultures. Reading excerpt: Lederach & Divided Societies. UN- Video of Rwanda and other cultural disasters. Appointments with instructor available during following week.

Simulation: NGO-TIATE.- Cultural roles assigned to all stakeholders in a 3-hour role-play of a modern complex regional conflict. Stakeholders include terrorist group, national government, military leaders, militia, 3 NGO’s, 3 UN agencies, mass media. **Turn in midterm individual paper-due today.**


“Workplace Cultures, Workplace Conflict and Difficult People with Difficult Behaviors.” Cross Cultural Facilitation. Pacific Model Facilitation. Multicultural Team Facilitation. **Journal #2, due today. This journal should address a conflict or series of conflicts involving two or more culturally different stakeholders, in a workplace or international setting.**
Class 10 - 6/27 Group I final presentations.

Class 11 – 6/29 Group 2 final presentations

(final paper due today – Final paper should include end notes using any acceptable citation style, and bibliography of sources cited).

Last day of class, Pa’ina!

Closing talking circle. Turn in final project writeup today.

COURSE TEXTBOOKS: Required

Hofstede, Geert: Cultures and Organizations: Software of the Mind (UH Bookstore, online also possible).

Barnes, Bruce E.: Culture, Conflict and Mediation in the Asian Pacific, revised edition, August 9, 2007 (University Press of America). (UH Bookstore or Amazon).


INSTRUCTOR CONTACTS

Dropoff Assignments - Bruce’s Mailbox in Saunders #523, Program on Conflict Resolution, or mailbox in Saunders 723.

Appointments: Bruce’s office in Saunders 308. Telephone 956-2437.

Office hours: Tu-Wed 3-4 pm and by appointment.

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