

# BLAW 453

## Negotiation

**Spring 2022 – Section 4862**  
**Tues./Thurs. 2:00 p.m.- 3:15 p.m.**

**Instructor: Professor Nina Golden**

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**Phone:** 818/677-3437

**Student Office Hours:**

Tues.: 12:15 - 1:15 p.m.; 3:15 - 3:45 p.m.

And by appointment on Zoom

**Prerequisites:** BLAW 280, UDWPE score of 8 or higher; BUS 302/L is a prerequisite for BLAW majors



### Welcome!

This course may be unlike any of your previous courses, with a different kind of content and new kinds of challenges in addition to being in an online environment for the first few weeks. I am committed to helping all my students, so I hold as many office hours as students request. Name the time, and I will do my best to accommodate you. Come meet with me and together we can discuss the best strategies to help you succeed.

Even when we do not meet on Zoom or in person, always feel free to ask questions by sending an email or setting up an office hour appointment.

### Course Description

This course explores the ways that people negotiate to create value and resolve disputes. It is designed to introduce negotiation theory and to build negotiation skills. The curriculum integrates negotiation research and experiential learning activities. Some of the exercises explore aspects of bargaining, value creation and distribution, the dynamics of coalitions, multi-party negotiations with a focus on organized preparation, dispute resolution, and process analysis. Students must demonstrate learning through both experiential activities and written assignments. All negotiations will be conducted on a video platform while the class is online, and in person after we return to campus. Negotiations may not be conducted through text or email.

### Course Objectives

1. To learn the fundamentals of negotiation and conflict management
2. To explore legal and behavioral aspects of negotiation
3. To explore ethical standards and criteria of negotiation and conflict resolution
4. To explore the social contexts of negotiation
5. To learn best practices in negotiation and conflict management

### Class Preparation, Attendance, & Participation

We will begin the semester on Zoom, during which time you will meet virtually with your negotiation partners to work through simulations. Once we return to campus, you will switch to in person negotiations. Assignments will **only** be submitted on Canvas and will include reading from the texts and negotiation exercises.

To get the most out of this course, it is critical that you attend all scheduled



### Textbooks

1. DuBrin, A. ***Negotiation and Conflict Resolution in Organizations: Theories and Applications*** (2020)
2. Fisher, R. and Ury, W. ***Getting to Yes: Negotiation Agreement Without Giving In*** (any edition)
3. Stone, D., Patton, B. & Heen, S. ***Difficult conversations: How to discuss what matters most*** (any edition)



### Classroom Policies/Professionalism

You are expected to show respect for your classmates, your professor, and the university, and not to engage in disruptive behavior. *Common courtesy is expected.*

1. Cell phones should be silent
2. Staying focused during Zoom sessions can be challenging for some. You will get more out of the class if you do not text or use your laptops during lecture, unless accessing an e-book.
3. Student participation contributes greatly to the class environment. Think about how you would be most comfortable participating – speaking during class or submitting a question via email beforehand.
4. While we are online, do your best to sign in to Zoom on time, using your first and last name. If you are having internet issues, please send an email saying so.
5. Ask questions! Before, during, or after class. If you have a question, it is guaranteed that others would like to know the answer to the exact same question.

class sessions and participate in all assigned negotiations, both in and out of class. Your participation in the simulations, the debriefing process, and other class discussion is essential to your learning.

If you must miss class, contact me as well as any affected class partners well in advance whenever possible. Rotating students into different groups and assigning individualized handouts can get complicated, so let's work together to limit any additional complications.

It is your responsibility to be prepared for every class. If you do miss class, you are responsible for the material covered on that day and should find out what you missed from another student.

## Confidentiality

You will be getting contact information for your classmates so that you can complete work out of class. You may not distribute this information to any other person for any reason.

You will be given course negotiation materials that require confidentiality until after the negotiation simulation has been completed; you may not share information with class members until after we have debriefed the negotiation exercise.



## Technology Requirements

Since this will begin as an online course, reliable internet is required. (Please see <https://www.csun.edu/it/internet-connectivity-users-who-do-not-have-it> for information on acquiring internet service.) You'll also need Microsoft Word (available at no charge from CSUN) for submitting written assignments. You will need access to a computer or tablet; please contact the bookstore for purchasing and borrowing options if needed. For help with technology issues, please see: <https://www.csun.edu/it/need-help>

## Communication

I am generally accessible via email; please allow 24 hours for a response and be aware that I do not check email from Friday evening to Saturday night.

When sending an email, please treat it like a business communication and address me appropriately (e.g., not "Hey"), indicate which class you are in, and sign your email.

## Legal Advice

**Faculty members may not provide legal advice or legal services to students.** If you need legal advice or information regarding the law, resources can be found on the Department of Business Law web page at <http://www.csun.edu/blaw/student-resources>. CSUN also provides a free legal clinic for its currently-enrolled students: <https://www.csun.edu/as/student-legal-support-clinic>.

## Questions

**If you have any questions about the material contained in this syllabus, please contact Professor Golden.**

Your continued enrollment in the course indicates your agreement to the policies contained in this syllabus. Any changes made to this syllabus will be announced in class and on Canvas.

## Plagiarism

**Plagiarism and cheating will not be tolerated** on any submitted assignments. Any student found to have either submitted work not his/her own (this includes another student's work, information from an uncredited, on-line source, or one of the textbooks) or fabricated the results of a negotiation will be given an "F" on the assignment, potentially in the class, and may be referred to the Office of Student Affairs for further discipline. You are responsible for following the academic regulations of the University and the standards of academic honesty applicable to all students.

<https://catalog.csun.edu/policies/academic-dishonesty/>

## Grading

Grades are based on a 100-point scale, and plus/minus grading will be used.

**NO LATE PAPERS WILL BE ACCEPTED.**

The grade allocation is as follows:

<b>Attendance</b>	5%
<b>Participation/Peer evaluations</b>	15%
<b>1<sup>st</sup> paper</b>	15%
<b>Midterm</b>	20%
<b>Final paper</b>	25%
<b>Reflection Journal</b>	20%

The grade reached after averaging the factors listed in bold above will be the minimum grade you can receive in the course. At the professor's sole discretion, your course grade may be raised based on class participation and improvement.

## Attendance

Sign in to Zoom on time and make sure you are identified by your first and last name. Once we return to campus, please be in your seats before class begins. Extra points may be awarded to those students with perfect attendance records. Being late, absent, or unprepared will have a negative impact when calculating your final grade.

## Canvas



Please check Canvas regularly – it will keep you updated on important information, such as due dates and assignment grades.

## Canvas Student Guide:

<https://community.canvaslms.com/docs/DOC-10701>

## Mission Statement

The mission of the Department of Business Law is to equip students with the academic knowledge, problem solving, analytical and professional skills in the areas of business law, business ethics, and real estate necessary to achieve their personal and professional goals.

## CSUN with A Heart

If you are facing challenges related to food insecurity, housing insecurity/homelessness, mental health, access to technology, eldercare/childcare, or healthcare, you can find guidance, help, and resources from **CSUN with A HEART** (<https://www.csun.edu/heart>).

### No recording class; No screenshots



You may not audio or video record the class, nor take any screenshots during class sessions.

### Disability Resources and Educational Services

If you have a disability and need accommodations, please register with the Disability Resources and Educational Services (DRES) office <http://www.csun.edu/dres> or the National Center on Deafness (NCOD) <http://www.csun.edu/ncod>. The DRES office is located in Bayramian Hall, room 110 and can be reached at 818/677-2684. NCOD is located on Bertrand Street in Jeanne Chisholm Hall and can be reached at 818/677-2611. If you would like to discuss your need for accommodations with me, please contact me to set up an appointment.

### Klotz Student Health Center

Klotz Student Health Center offers health services at little to no cost. The Center is located on campus off of Bertrand Street, near Chaperral Hall and parking structure G3, and can be reached at 818/677-3666.

### University Counseling Services

University Counseling Services offers a variety of short-term counseling services, including crisis intervention and psychiatric consultation. UCS is located at Bayramian Hall 520, and can be reached at 818/677-2366.

## Course Topics and Assignments

**Homework:** We will be covering approximately one assignment per class. Any changes to the schedule of assignments will be announced in class and on Canvas.

**Reading, Negotiations, Papers:** Assigned reading will be from one of the three required books. Additional reading may be assigned from on-line sources. Negotiations are noted in **purple** and some may be done outside of class. Reflection journal entry submission deadlines are noted in **maroon**. Paper deadlines are noted in **red**. Books will be referenced as follows:

**Getting to Yes (GTY); Negotiation and Conflict Resolution in Organizations (NCR); Difficult conversations: How to discuss what matters most (DC)**

DATE	TOPIC	ASSIGNMENT
1/25	Introduction <b>on Zoom</b>	<b>Read:</b> Syllabus <b>Do:</b> Familiarize yourself with the Canvas site.
1/27	<b>\$2 Game</b> <b>on Zoom</b>	<b>Read:</b> NCR: chapters 1 & 2 \$2 Game instructions <b>Do:</b> Conflict Management Styles Assessment
2/1	Getting to Yes Principles <b>on Zoom</b>	<b>Read:</b> GTY: chapters 1 & 2
2/3	Interests, Rights, & Power <b>on Zoom</b>	<b>Prepare for:</b> Roommate Negotiation  <b>Negotiation 1: The Roommate Negotiation</b>
2/8	Perception and Persuasion <b>on Zoom</b>	<b>Read:</b> Ariely & Kreisler, Who doesn't love sales? <a href="https://ideas.ted.com/who-doesnt-love-sales-theres-just-one-problem-they-lead-us-to-make-dumb-choices/">https://ideas.ted.com/who-doesnt-love-sales-theres-just-one-problem-they-lead-us-to-make-dumb-choices/</a>
2/10	Persuasion skills/Emotional Intelligence <b>on Zoom</b>	<b>Read:</b> NCR: chapter 3 <b>Prepare for:</b> Laundry Negotiation  <b>Negotiation 2: Laundry Negotiation</b>
2/15	Distributive/Integrative Bargaining Part I <b>IN PERSON FROM NOW ON</b>	<b>Read:</b> GTY: chapters 3 & 4
2/17	Distributive/Integrative Bargaining Part II	<b>Read:</b> NCR: chapter 4 GTY: chapter 5 <b>Prepare for:</b> Salary Negotiations  <b>Negotiation 3: Salary Negotiations</b>
<b>2/22</b>	Distributive/Integrative Bargaining Part III	<b>Prepare for:</b> Lexus Negotiation  <b>Negotiation 4: Lexus negotiation</b>  <b>Submit Reflection Journal entries 1 – 3 on Canvas by 10PM</b>
2/24	BATNA/Advanced Negotiation Tactics	<b>Read:</b> NCR: chapter 5 GTY: chapter 6
3/1	BATNA	<b>Read:</b> GTY: chapters 7 & 8 <b>Prepare for:</b> Job Offer Negotiation  <b>Negotiation 5: Job Offer Negotiation</b>

DATE	TOPIC	ASSIGNMENT
3/3	NO CLASS MEETING	<p><b>Prepare for:</b> Baker, Florist, Grocer Negotiation</p> <p><b>Negotiation 6: Baker, Florist, Grocer negotiation</b> (to be completed outside of class by 3/10)</p>
3/8	NO CLASS MEETING	<b>Complete Negotiation 6: Baker, Florist, Grocer negotiation by 3/10</b>
3/10	BATNA	<p><b>Prepare for:</b> New House Negotiation</p> <p><b>Debrief:</b> Negotiation 5: Baker, Florist, Grocer (in class)</p> <p><b>Negotiation 7: New House Negotiation</b></p> <p><b>Negotiation 8: Island Cruise Negotiation</b> (to be completed outside of class by 3/17)</p>
3/15	NO CLASS MEETING	<b>1<sup>st</sup> paper due on Canvas by 10PM</b>
3/17	Ethics in Negotiation Part I	<p><b>Read:</b> NCR: chapter 7</p> <p><b>Prepare for:</b> Employee Exit Interview</p> <p><b>Debrief:</b> Negotiation 8: Island Cruise (in class)</p> <p><b>Negotiation 9: Employee Exit Interview</b></p> <p><b>Submit Reflection Journal entries 4 – 7 on Canvas by 10PM</b></p>
3/22 & 3/24	NO CLASS MEETING	<b>Spring Break</b>
3/29 Israel	NO CLASS MEETING Ethics in Negotiation Part II	<p><b>Read:</b> DC: chapters 1 – 4</p> <p><b>Prepare:</b> The Inheritance Negotiation</p> <p><b>Negotiation 10: The Inheritance Negotiation</b> (to be completed outside of class by 4/5)</p>
3/31	NO CLASS MEETING	<b>Cesar Chavez Holiday</b>
4/5	Happy Contracts	<p><b>Read:</b> NCR: chapters 8 &amp; 9</p> <p><b>Debrief:</b> The Inheritance Negotiation</p> <p><b>Watch:</b> Ariely, Our buggy moral code: <a href="http://www.ted.com/talks/dan_ariely_on_our_buggy_moral_code.html">http://www.ted.com/talks/dan_ariely_on_our_buggy_moral_code.html</a></p> <p><b>Submit Reflection Journal entries 8 – 10 on Canvas by 10PM</b></p>
4/7	Negotiating Remotely/Difficult Personalities	<p><b>Read:</b> DC: chapters 5 &amp; 6 NCR: chapter 10</p>
4/12	Incivility	<p><b>Read:</b> DC: chapters 7 – 9 NCR: chapter 11</p> <p><b>Prepare for:</b> Navigational Systems Negotiation</p> <p><b>Negotiation 11: Navigational Systems Negotiation</b></p>
4/14	Incivility/Difficult Conversations NO CLASS MEETING	<p><b>Prepare for:</b> CPA Exercise</p> <p><b>Exercise 1: CPA Exercise</b> (to be completed outside of class by 4/19)</p>
4/19	Gender and Cultural Issues in Negotiation Part I	<p><b>Read:</b> DC: chapters 10 – 12</p> <p><b>Prepare for:</b> Telemachus Exercise</p> <p><b>Exercise 2: Telemachus Exercise</b></p>

DATE	TOPIC	ASSIGNMENT
4/21	Gender and Cultural Issues in Negotiation Part II	<p><b>Read:</b> NCR: chapter 6 Respect Our Roots: A Brief History of Our Braids: <a href="https://tinyurl.com/y25628a3">https://tinyurl.com/y25628a3</a> The Impact of Gender in Negotiations between Women &amp; Men: <a href="https://www.negotiations.com/articles/gender-interaction/">https://www.negotiations.com/articles/gender-interaction/</a> posted readings on Canvas</p> <p><b>Watch:</b> Nightcrawler negotiation scene: <a href="https://www.youtube.com/watch?v=18ZDiRsbEZA">https://www.youtube.com/watch?v=18ZDiRsbEZA</a></p>
<b>4/26</b>		<b>Exam</b>
4/28	Mediation & Dispute Resolution Part I	<p><b>Read:</b> NCR: chapter 12</p> <p><b>Watch:</b> <a href="https://www.mediate.com/articles/MedDemonstrationUKvideo.cfm">https://www.mediate.com/articles/MedDemonstrationUKvideo.cfm</a></p>
5/3	Mediation & Dispute Resolution Part II	<b>Read:</b> Alternative Dispute Resolution: Business Law 18 <sup>th</sup> edition p. 58 – 62 (will be posted on Canvas) CHANGE PAGE NUMBERS
<b>5/5</b>	Brainstorming	<b>Submit Reflection Journal entries for Negotiation 12 &amp; Exercises 1 &amp; 2 on Canvas by 10PM</b>
<b>5/10</b>	<b>NO CLASS MEETING</b>	<b>Submit Reputation Index</b> Work on your paper
<b>5/12</b>	<b>NO CLASS MEETING</b>	<b>Final paper due on Canvas by 10PM</b>