

**PSCI 4602A**  
**BARGAINING AND NEGOTIATION**  
Monday and Wednesday, 6:05-8:55 p.m.  
Please confirm location on Carleton Central

**Instructor:** Michael Dolan  
**Office:** C669 Loeb  
**Office Hours:** Mon and Wed 5:30-6:00; Tues and Thur 5:30-6:00  
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**COURSE DESCRIPTION**

The theory and practice of bargaining and negotiation. The seminar includes national and international levels, government and mixed public-private negotiations, and bilateral and multilateral situations. Special attention is given to the needs of weaker parties. Simulations included.

One objective of the course is to explore the major concepts of bargaining and negotiating, and the dynamics of interpersonal and intergroup conflict and its resolution. Another objective is help students develop the sophistication to analyze bargaining and conflict relationships, and to learn about their own individual bargaining styles. My interest is to have students who are committed to both goals.

**FORMAT**

Class time will be divided into lectures, role playing and case discussions. Lectures and discussions will be used to provide analytical concepts important for understanding the various topics, and to integrate the readings. Most class periods will include a negotiation exercise that will apply aspects of the particular topics. Upon completion, these exercises will be discussed and analyzed in the seminar. Note: All students need to access their Connect accounts as various materials and essay comments will be sent by email. If you do not wish to use Connect for your everyday email, then you must set up Connect so that messages sent to you will be forwarded to your everyday account.

**FINAL EXAMINATION**

There will not be a final examination in this course.

**EVALUATION**

The final grade in the course will be determined on the following basis:

|  |     |
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| Seminar Contribution   | 1/3 |
| Simulation Background Essay ( <b>due class time, Aug 5th</b> ) | 1/3 |
| Simulation Follow Up Essay ( <b>due noon, Aug 14th</b> )       | 1/3 |

*As per Early Feedback Guidelines, students will be given a midterm report on their participation and contribution by Wednesday, July 29<sup>th</sup>. The first assignment grade will not be available until August 10.*

## STUDENT WORK REQUIREMENTS

**Class preparation and Participation.** This course requires that students come prepared to class. There are two forms of preparation: reading and exercise and case assignments. Readings have been assigned to illuminate the weekly topics. Assignments are cases, role plays and questionnaires that *must* be read or completed prior to class. Group preparation outside of class will be necessary on several occasions. *Attendance at class is expected.* Missing class is not acceptable except for medical emergency. The class participation segment of your grade will be based upon your class attendance, preparation for all class activities, and the quality of your contribution to class discussions. Particularly important is the major simulation that takes place on 5 and 10 August. If you are unable to attend either of these classes, you should not take the course.

**Background paper on the major negotiation simulation.** An essay on the issues addressed in the simulation. This essay should not exceed eight pages. This essay may be a joint effort submitted by particular syndicates representing either the multinational firm or the developing country (in which case the paper should be about 12 –15 pages). This paper is due in class on 5 August. *Because this paper provides the basis for the negotiation that begins on this date, no late papers will be accepted.*

**Follow-up paper on the negotiation simulation.** An essay on the simulated negotiations. The format of this essay will be to answer a set of questions relating to the structure and process of the negotiations. As with the background paper, this essay may be a joint effort submitted by particular syndicates representing either the multinational firm or the developing country. This paper is due one week after the completion of the negotiations. This essay should be about eight pages, unless it is a team effort, in which case it should be about 12 pages. This paper is due by noon on 14 August. *No late papers will be accepted.*

## TEXTS

Required:

Reader: *Negotiation: Readings, Exercises and Cases* (4th Edition) by Roy Lewicki, David Saunders, John Minton and Bruce Berry (Irwin McGraw-Hill: Boston, 2002). This book is now out of print, but I have had a coursepack made of the readings that we will use for the course. The coursepack is available at Allegra Print Shop (1069 Bank Street, across from the Mayfair Theatre) Tel: (613)730-3000. [allegra@sympatico.ca](mailto:allegra@sympatico.ca) The coursepack is available for about \$50 (tax included). Alternatively, you may be able to purchase this book on amazon.ca or other online source, but *note that only the 4th edition can be used.*

Recommended:

Text: *Essentials of Negotiation* (3<sup>rd</sup> Edition) by Roy Lewicki and David Saunders (Irwin McGraw-Hill: Boston, 2004).

This text may be purchased, or students may read very similar chapters from the previous edition. I will leave three or four copies of the required chapters from the previous edition in a box outside of my office door, which students may borrow briefly to

read (or to photocopy and read). Alternatively, you may also be able to purchase this book on amazon.ca or other online source, but note that only the 2nd or 3rd edition can be used. Neither book is available in the campus library.

| <u>DATE</u> | <u>WEEK</u> | <u>TOPICS AND READINGS</u>   |
|-------------|-------------|--|
| 6 /7        | 1           | <b>Introduction</b><br>Questionnaire 5   |
| 8/7         | 2           | <b>Effective, Successful Negotiation</b><br>Reader: 1.1, 1.2, 1.3 (39 pgs); Exercise 2: <i>Pemberton's Dilemma</i> ; Text: Chap 1 (21 pgs)   |
| 13/7        | 3           | <b>Framing Negotiations</b><br>Reader: 5.1, 5.2, 10.1, 10.2, 10.3 (27 pgs); Questionnaire 1; Text: Chap 2 (32 pgs)   |
| 15/7        | 4           | <b>Distributive Bargaining</b><br>Reader: 3.1, 3.2, 3.3 (29 pgs); Exercise 4: <i>The Used Car</i> ; Text: Chap 3 (34 pgs)  |
| 20/7        | 5           | <b>Integrative Bargaining</b><br>Reader: 4.1, 4.2, 4.3 (27 pgs); Exercise 7: Universal Computer 1; Text: Chap 4 (20 pgs)   |
| 22/7        | 6           | <b>Power in Negotiations / Ethics in Negotiations</b><br>Power – Reader: 6.1, 6.2, 6.3, 6.4, 8.4 (44 pgs); Questionnaire 3; Text: Chap 6 (30 pgs); Ethics – Reader: 7.1, 7.2, 7.3 (31 pgs), Questionnaire 2; Text: Chap 7 (21 pgs) |
| 27/7        | 7           | <b>Coalition Bargaining</b><br>Reader: 9.1, 9.2, 9.3 (24 pgs); Exercise 17: Coalition Bargaining; “Coalitions, Multiple Parties, and Teams” by Lewicki, et al. (16 pgs); Planning for Negotiation Exercise                         |
| 29/7        | 8           | <b>Cross-Cultural Negotiating</b><br>Reader: 11.1, 11.2, 11.3, 11.4, 11.5 (87 pgs); Text: Chap 8 (25 pgs)  |
| 5/8         | 9           | <b>Strategic Planning for Negotiations</b><br><b>Negotiation Exercise</b> , Introductory meeting<br>Reader: 2.1, 2.2, 12.1, 12.2, 12.3 (40 pgs); Text: Chap 5 (22 pgs); <i>background paper due this class</i>                     |
| 10/8        | 10          | <b>Negotiation Exercise</b><br>Text: chap 9 (23 pgs)   |
| 12/8        | 11          | <b>Negotiation Exercise Analysis and Conclusion</b><br><i>follow-up paper due at noon, 14 August.</i>  |

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## Academic Accommodations

**For students with Disabilities:** Students with disabilities requiring academic accommodations in this course must register with the Paul Menton Centre for Students with Disabilities (500 University Centre) for a formal evaluation of disability-related needs. Registered PMC students are required to contact the centre (613-520-6608) every term to ensure that the instructor receives your request for accommodation. After registering with the PMC, make an appointment to meet with the instructor in order to discuss your needs **at least two weeks before the first assignment is due or the first in-class test/midterm requiring accommodations.** If you require accommodation for your formally scheduled exam(s) in this course, please submit your request for accommodation to PMC by **June 12, 2009 for early summer examinations, and July 31, 2009 for late / full summer examinations.**

**For Religious Observance:** Students requesting accommodation for religious observances should apply in writing to their instructor for alternate dates and/or means of satisfying academic requirements. Such requests should be made during the first two weeks of class, or as soon as possible after the need for accommodation is known to exist, but no later than two weeks before the compulsory academic event. Accommodation is to be worked out directly and on an individual basis between the student and the instructor(s) involved. Instructors will make accommodations in a way that avoids academic disadvantage to the student. Instructors and students may contact an Equity Services Advisor for assistance ([www.carleton.ca/equity](http://www.carleton.ca/equity)).

**For Pregnancy:** Pregnant students requiring academic accommodations are encouraged to contact an Equity Advisor in Equity Services to complete a *letter of accommodation*. Then, make an appointment to discuss your needs with the instructor at least two weeks prior to the first academic event in which it is anticipated the accommodation will be required.

**Plagiarism:** The University Senate defines plagiarism as “presenting, whether intentional or not, the ideas, expression of ideas or work of others as one’s own.” This can include:

- reproducing or paraphrasing portions of someone else’s published or unpublished material, regardless of the source, and presenting these as one’s own without proper citation or reference to the original source;
- submitting a take-home examination, essay, laboratory report or other assignment written, in whole or in part, by someone else;
- using ideas or direct, verbatim quotations, or paraphrased material, concepts, or ideas without appropriate acknowledgment in any academic assignment;
- using another’s data or research findings;
- failing to acknowledge sources through the use of proper citations when using another’s works and/or failing to use quotation marks;
- handing in "substantially the same piece of work for academic credit more than once without prior written permission of the course instructor in which the submission occurs.

Plagiarism is a serious offence which cannot be resolved directly with the course’s instructor. The Associate Deans of the Faculty conduct a rigorous investigation, including an interview with the student, when an instructor suspects a piece of work has been plagiarized. Penalties are not trivial. They include a mark of zero for the plagiarized work or a final grade of "F" for the course.

**Oral Examination:** At the discretion of the instructor, students may be required to pass a brief oral examination on research papers and essays.

**Submission and Return of Term Work:** Papers must be handed directly to the instructor and will not be date-stamped in the departmental office. Late assignments may be submitted to the drop box in the corridor outside B640 Loeb. Assignments will be retrieved every business day at **4 p.m.**, stamped with that day’s date, and then distributed to the instructor. For essays not returned in class please attach a **stamped, self-addressed envelope** if you wish to have your assignment returned by mail. Please note

that assignments sent via fax or email will not be accepted. Final exams are intended solely for the purpose of evaluation and will not be returned.

**Approval of final grades:** Standing in a course is determined by the course instructor subject to the approval of the Faculty Dean. This means that grades submitted by an instructor may be subject to revision. No grades are final until they have been approved by the Dean.

**Course Requirements:** Students must fulfil all course requirements in order to achieve a passing grade. Failure to hand in any assignment will result in a grade of F. Failure to write the final exam will result in a grade of ABS. FND (Failure No Deferred) is assigned when a student's performance is so poor during the term that they cannot pass the course even with 100% on the final examination. In such cases, instructors may use this notation on the Final Grade Report to indicate that a student has already failed the course due to inadequate term work and should not be permitted access to a deferral of the examination. Deferred final exams are available ONLY if the student is in good standing in the course.

**Connect Email Accounts:** All email communication to students from the Department of Political Science will be via Connect. Important course and University information is also distributed via the Connect email system. It is the student's responsibility to monitor their Connect account.

**Carleton Political Science Society:** The Carleton Political Science Society (CPSS) has made its mission to provide a social environment for politically inclined students and faculty. Holding social events, debates, and panel discussions, CPSS aims to involve all political science students in the after-hours academic life at Carleton University. Our mandate is to arrange social and academic activities in order to instill a sense of belonging within the Department and the larger University community. Members can benefit through numerous opportunities which will complement both academic and social life at Carleton University. To find out more, please email [carletonpss@gmail.com](mailto:carletonpss@gmail.com), visit our website at [poliscisociety.com](http://poliscisociety.com), or come to our office in Loeb D688.

**Official Course Outline:** The course outline posted to the Political Science website is the official course outline.