

Course Syllabus for HRD 5344: Conflict Resolution 7-Week Session, 2025

Instructor: Rochell McWhorter

Preferred Contact by Email: rmcwhorter@uttyler.edu

Office Hours:

My virtual office hours are Tuesdays 1-3pm and other times can be arranged by appointment. Please email me at address above for an appointment.

Course Description:

Study of the basic theories and concepts of conflict resolution: its philosophical and historical development, paradigms, structure and function, and issues and trends in the field.

Required Textbook/Materials:

1. Furlong, G. T. (2020). The Conflict Resolution Toolbox: Models and Maps for Analyzing, Diagnosing, and Resolving Conflict (2nd Ed). John Wiley & Sons. ISBN-13: 978-1119717584
NOTE: You can access the **eBook version** of the textbook for **FREE** through this link:
<https://ebookcentral-proquest-com.ezproxy.uttyler.edu/lib/uttyler/detail.action?docID=6320000>
2. APA 7 Publication Manual. ISBN-13:978-1433832161 (optional but highly recommended). If you chose not to purchase the APA 7 Manual, please bookmark this site:
<https://apastyle.apa.org/products/publication-manual-7th-edition>
3. Various peer-reviewed and business articles, audio and/or video recordings provided by Dr. McWhorter

Student Learning Outcomes:

- Critique and discuss with class members various strategies for resolving conflict in the workplace.
- Engage in scholarly writing (developing and strengthening APA skills) and the conceptualization of a topic related to conflict resolution.
- Synthesize findings of library research into a semester paper and infographic.

Grading Scale:

A	90-100	B	80-89	C	70-79
D	60-69	F	< - 59		

Grading Policy for HRD 5344:

Online Quiz, Discussions, and Group Discussions	60%
Group Research Paper	30%
Final Exam (Reflective Essay)	10%

Grading Descriptions

Online Discussions, Online Quiz, Group Discussions, Group Research Paper, and Final Exam

As part of students' online instruction, there will be frequent online discussions to demonstrate understanding of the topics covered in the readings as well as indicating how technology can allow professionals to network and collaborate around various topics. The quiz is open note/open book and will have a short time limit to enhance academic honesty.

- a) **Online discussions** involve reading, studying, and posting a well-written response. Posting is expected to be collegial in online environments; and summary papers encapsulate the essences of assigned readings/videos, applying APA 7 rules for in-text citations and references. **(20% of course grade)**
- b) **There is only 1 Quiz in this course.** The Quiz on Canvas will not be reset if it “stalls”. Therefore, students are strongly encouraged to have a reliable Internet connection or take the Quiz on one of the UT Tyler Campuses: (Tyler, Longview, Houston, Palestine). **(10% of your course grade)**
- c) **Small Group Discussions.** Students will be placed in groups within Canvas course and there are 4 required discussions (Weeks 2, 3, 4, and 5). Within discussion groups, students will also be working on a group research paper listed below **(30% of course grade)**
- d) **Research Paper with embedded Infographic (Group Assignment).** Each student group (size of group based on total enrollment) will choose a suitable topic from their textbook (involving conflict resolution in the workplace) and will thoroughly research their chosen topic and will write an original group research paper (5 to 8 page research paper including Cover Page and Reference Page with at least 3 to 5 sources in references including the textbook; must include the synthesis of at least 2 peer-reviewed journal articles) and create an original infographic that conceptualizes the primary themes of the paper. The infographic must be embedded using one of the wrap-around features of the word processor. All sources must be correctly cited and referenced according to APA 7 standards. Students who do not work with their group will earn 0% for this assignment. **(30% of course grade)**
- e) **Final Exam – (10% of course grade).** Instructions will be provided ahead of time, so students have time to prepare for this reflective essay exam.

Make-Up Work and Late Work

Make-Up work is allowed for a medical/official university business excuse with proper documentation. Otherwise, there will be a **50% per calendar day penalty (including weekends)** for late work not otherwise pre-authorized. Please Email Dr. McWhorter ahead of time for special cases (such as military duty/training, health, or family emergencies; Dr. McWhorter may request documentation for these situations).

Writing Expectations

This is a graduate-level university course with numerous written assignments that should be free of spelling and grammatical errors and should include sufficient organization, demonstrate critical thinking, and the proper citing of sources and references according to APA 7 guidelines. If you seek assistance from the UT Tyler Writing Center, you should plan in advance for the Center to look over your paper and offer advice. If you need further tutoring, you should plan for at least two hour-long tutorials per assignment. Contact info: **UT Tyler Writing Center**, (903) 565-5995, email: writingcenter@uttyler.edu

Artificial Intelligence (AI)

AI is an important tool in our lives today, however, it is not a substitute for your independent thought and should not be used to write papers. While AI tools can support your learning journey, they should not be utilized to generate or complete assignments. AI screening tools and plagiarism checkers will be utilized in this class to uphold academic honesty. In this course, students may use AI for locating relevant articles (business and peer reviewed) for the group research paper.

Recording of Class Sessions

Class sessions may be recorded by the instructor for use by students enrolled in this course. Recordings that contain personally identifiable information or other information subject to FERPA shall not be shared with individuals not enrolled in this course unless appropriate consent is obtained from all relevant students. *Class recordings are reserved only for the use of students enrolled in the course and only for educational purposes. Course recordings should not be shared outside of the course in any form without express permission.*

Important Dates:

Census Date = **June 27, 2025**

Last Day to Withdraw from Classes = **July 24, 2025**

University and College Policies:

See the “University Policies” Module in Canvas

UT Tyler Honor Code

“I embrace honor and integrity. Therefore, I choose not to lie, cheat, or steal, nor to accept the actions of those who do”.

Students Rights and Responsibilities

See University and College Policies

UT Tyler Resources for Students

- **IT Support:** ITSupport@uttyler.edu
- **Canvas Support:** Canvas@uttyler.edu
- **UT Tyler Writing Center** (903.565.5995), writingcenter@uttyler.edu
- **UT Tyler Tutoring Center** (903.565.5964), tutoring@uttyler.edu
- **UT Tyler Student Counseling Center** (903.565.5746)

Other Information: What to do in a Crisis:

- **24/7 Crisis Line:** 903.566.7254
 - **What to Do in a Crisis Webpage:** <https://www.uttyler.edu/student-life/health-wellness/student-counseling-center>
 - Walk in the Counseling Center 903.565.5746, or by walking into UC 3170
 - Call UT Tyler Police: 9-1-1 (emergency) or 903.566.7300 (non-emergency).
 - **Call the National Suicide Prevention Lifeline:** 9-8-8
-

HRD 5344: Conflict Resolution

*Tentative Course Outline as of 6/6/25**

<u>Mod</u>	<u>Date</u>	<u>Topic/Description</u>	<u>Deliverables Due before Midnight on Ending Date of Module</u>
1	Week 1 June 23- June 28	<ul style="list-style-type: none"> • Introduction to Course • Review Syllabus and Course Outline • Read business Article: (McKee, 2014) "Why We Fight at Work" • Watch TED Talk (Funsten) • Textbook reading – Chapter 1 (Intro through Summary, pp. 1-15) • Form Groups in Canvas 	<ul style="list-style-type: none"> • 1.1 Discussion Posting: Self Introduction and McKee Article (whole class discussion) • 1.2 Discussion Posting over TEDTalk: "How Understanding Conflict Can Help Improve our Lives" (whole class discussion) • 1.3 Online Quiz over Syllabus, Course Outline, Slides & Readings
2	Week 2 June 30- July 5	<ul style="list-style-type: none"> • Textbook reading Chapters 2, 3, 4 • Watch MindTools Video • Read Article on IBR Approach • Choose Topic from the textbook for the Group Research Paper 	<ul style="list-style-type: none"> • 2.1 Small Group Discussion includes discussions about the textbook readings; also, group submission of a topic for the group's research paper for Dr. McWhorter's approval. Note: Group Research Paper is due in Week 6 • 2.2 Posting over a past workplace conflict and responses to at least 2 classmates. (whole class) • 2.3 Submit a 1-page Response to MindTools Video
3	Week 3 July 7- July 12	<ul style="list-style-type: none"> • Textbook reading Chapters 5, 6, 7 • Read Harvard Business Review article: "How to Have Difficulty Conversations Virtually" 	<ul style="list-style-type: none"> • 3.1 Small Group Discussions over readings and response to at least 2 classmates
4	Week 4 July 14 - July 19	<ul style="list-style-type: none"> • Textbook reading Chapters 8, 9 • Watch: TEDx Video: "Own Your Behaviors, Master Your Communication, Determine Your Success" 	<ul style="list-style-type: none"> • 4.1 Small Group Discussion about TEDx Video; and working on Research Paper with group. • 4.2 Whole Class Discussions Postings (3-paragraphs discussing Chapter readings)
5	Week 5 July 21 - July 26	<ul style="list-style-type: none"> • Textbook reading Chapters 10, 11 • Work on Group Research Paper with Infographic 	<ul style="list-style-type: none"> • 5.1 Small Group Discussion over Chapters 10 and 11 and work on group research paper
6	Week 6 July 28 - Aug 2	<ul style="list-style-type: none"> • Textbook reading Chapter 12 • Finalize Research Paper with your group (includes original infographic) • Review for Final Exam 	<ul style="list-style-type: none"> • 6.1 Submit Group Research Paper and Infographic • Note: Although there is no requirement for a 5th small group discussion, some groups may decide to do so for finalizing the group research paper
7 Wrap-Up	Week 7 August 4 - Aug 9	<ul style="list-style-type: none"> • Reflect on major takeaways from the course • Review and Take Final Exam 	<ul style="list-style-type: none"> • 7.1 Discussion Posting about the major takeaways from the course • 7.2 Final Exam (8-paragraph reflective essay)

***Note:** If the tentative outline needs to be altered, students will be notified by a Canvas Course Announcement.