

# SCHOOL OF PEACE AND CONFLICT STUDIES

**College of Arts and Sciences**  
 School of Peace and Conflict Studies  
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## Undergraduate Programs

- Peace and Conflict Studies - B.A.

## Minors

- Peace and Conflict Studies

## School of Peace and Conflict Studies Faculty

- Arai, Tatsushi (2019), Associate Professor
- Bleak, Jacquelyn K. (2014), Lecturer, M.S., George Mason University, 2012
- Cunningham, Karen D. (1990), Professor, J.D., Washington and Lee University, 1986
- Hancock, Landon E. (2006), Professor, Ph.D., George Mason University, 2003
- Koopman, Sara (2017), Assistant Professor, Ph.D., University of British Columbia, 2012
- Solomon, Johanna A. (2017), Assistant Professor

## Peace and Conflict Studies (PACS)

### PACS 11001 INTRODUCTION TO CONFLICT MANAGEMENT (DIVD) (KSS) 3 Credit Hours

Introduces key elements of conflict management theory and peacebuilding practice such as conflict styles, active listening, assertion, collaborative problem solving, principled negotiation, mediation and nonviolent conflict intervention. These are essential "life skills" useful in personal, social and professional contexts. Includes conflict communication skills development and practice.

**Prerequisite:** None.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**Attributes:** Diversity Domestic, Kent Core Social Sciences, Transfer Module Social Sciences

**PACS 30000 MAY 4 1970 AND ITS AFTERMATH 3 Credit Hours**  
 (Cross-listed with POL 30000) Study of the events of the 1960s in the US leading up to May 4, 1970 when the Ohio National Guard killed and wounded KSU students protesting the US war in Vietnam and Cambodia. Topics are considered within their cultural, historical, social and political contexts. Also examines the aftermath of May 4th, including the controversy over constructing the Gym Annex on the May 4th site, the legal trials, the role of commemorations and memorials and the politics of remembering May 4, 1970.

**Prerequisite:** None.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**PACS 31002 GENDER, POWER AND CONFLICT 3 Credit Hours**  
 Examines gender roles and power imbalances in interpersonal relationships, group settings, and on the structural level and the various manifestations of violence that may result, considering some of the ways in which these imbalances are developed, maintained and constructively addressed and potentially redressed.

**Prerequisite:** None.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**PACS 31003 NONVIOLENCE: THEORY AND PRACTICE 3 Credit Hours**  
 Social conflicts can be intensified and waged in a constructive manner through nonviolent action. Examines how nonviolent action methods bring about social and political change. Explores the theory and philosophy underlying strategies of nonviolent action. Utilizes a wide variety of historical and contemporary case examples of nonviolent struggles from across the globe.

**Prerequisite:** None.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**PACS 31010 CONFLICT THEORY 3 Credit Hours**  
 Explores the theoretical foundations of conflict and conflict management to provide a greater understanding of the nature, sources and dynamics of various types of conflict, the special challenges faced in addressing those conflicts, and the theory underlying various approaches to conflict management and resolution.

**Prerequisite:** PACS 11001.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**PACS 32020 STRATEGIC PLANNING 3 Credit Hours**  
 Provides training in the principles and tactics of strategic planning for individuals, organizations, agencies and institutions. Students learn to apply the principles of conflict management to strategic planning, including assessing the current environment, developing goals and objectives and establishing a timeline for acting on a strategic plan.

**Prerequisite:** None.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**PACS 32030 INTERNATIONAL CONFLICT RESOLUTION (DIVG) 3 Credit Hours**

Examines causes, expressions and consequences of international conflicts, exploring mechanisms of their prevention, management and resolution. Includes the appearance and development of these conflicts and early warning, negotiation, and peacekeeping and peacebuilding. Covers international and civil wars and topics such as international terrorism.

**Prerequisite:** None.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**Attributes:** Diversity Global

**PACS 32040 CROSS-CULTURAL CONFLICT MANAGEMENT (DIVG) 3 Credit Hours**

Examines cultural components of conflicts in diverse, multi-cultural settings with special emphases on the nature and sources of cross-cultural conflicts, conflict escalation and de-escalation, and the roles of power disparities. Students examine their own cultural assumptions in order to better understand the multiple effects that cultural dynamics have in conflicts. Case analyses will include conflict resolution techniques respectful of the cultural values of the parties in conflict.

**Prerequisite:** None.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**Attributes:** Diversity Global

**PACS 33030 CONFLICT IN THE WORKPLACE 3 Credit Hours**

Explores the causes, impact and dynamics of conflict in the workplace. Issues explored include personality conflict, incivility, ethics, teams, management style, diversity, legal issues, alternative dispute resolution, union environments and workplace violence.

**Prerequisite:** None.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**PACS 34010 CAREER PATHWAYS IN PEACE AND CONFLICT STUDIES 3 Credit Hours**

So what does one do with a major or minor in peace and conflict studies? How does one find a job or internship in the field? This course encourages students to explore and critically examine how the skills and knowledge learned in Peace and Conflict Studies courses can be utilized and applied in real-world settings. Students will interact with alumni and professionals working in a variety of careers that utilize conflict management and related skills. They will learn how to do professional networking, create a career plan, develop job search strategies, and learn how to market their skills and knowledge. Students will complete the course with a career plan, a detailed identification and exploration of options, or another career-related project.

**Prerequisite:** None.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**PACS 35050 ENVIRONMENTAL CONFLICT RESOLUTION 3 Credit Hours**

(Cross-listed with POL 30350) Examines alternative dispute resolution principles applicable to complex, multi-party public sector disputes, especially environmental and land use disputes. Students learn about deliberative democracy, a variety of circle processes, consensus decision-making, collaborative problem-solving, digital dialogue processes, and town hall meeting structures among others. Case studies of environmental conflicts and multi-party mediation simulations are used.

**Prerequisite:** None.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**PACS 35092 INTERNSHIP IN PEACE AND CONFLICT STUDIES (ELR) 1-9 Credit Hours**

(Repeatable for credit) Students work as interns with an organization, group, or business, utilizing and enhancing their skills in conflict management and applied peace studies. Three hours of internship is required for the Applied Peace and Conflict Studies major and is an elective for the Applied Peace and Conflict Studies minor.

**Prerequisite:** Completion of two upper-division PACS courses; and junior standing and; special approval.

**Schedule Type:** Practical Experience

**Contact Hours:** 3-27 other

**Grade Mode:** Standard Letter-IP

**Attributes:** Experiential Learning Requirement

**PACS 35095 SPECIAL TOPICS IN PEACE AND CONFLICT STUDIES 3 Credit Hours**

(Repeatable for credit) Designed to provide an in-depth examination of topics and issues of interest to faculty and students. Specific topics are announced in the Schedule of Classes and on the School of Peace and Conflict Studies web site.

**Prerequisite:** None.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**PACS 36096 INDIVIDUAL INVESTIGATION IN PEACE AND CONFLICT STUDIES 3 Credit Hours**

(Repeatable for credit) Individualized program of study and literature review in area of particular interest to the student.

**Prerequisite:** Two upper-division PACS courses; and junior standing; and special approval.

**Schedule Type:** Individual Investigation

**Contact Hours:** 3 other

**Grade Mode:** Standard Letter-IP

**PACS 41010 RECONCILIATION VERSUS REVENGE: TRANSITIONAL JUSTICE (DIVG) (WIC) 3 Credit Hours**

"Transitional justice" refers to civil and political processes used to move from violence and tyranny to peace and democracy. War crimes tribunals, truth and reconciliation commissions, apologies, forgiveness, reparations and memorials will be examined.

**Prerequisite:** PACS 32030; and 1 upper-division PACS course; and junior standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**Attributes:** Diversity Global, Writing Intensive Course

**PACS 42020 QUALITATIVE RESEARCH IN PEACE AND CONFLICT STUDIES (WIC) 3 Credit Hours**

An overview of qualitative research methods used to gather and analyze data in peace and conflict studies. Gives students experience in collecting and analyzing data and writing a major research paper.

**Prerequisite:** PACS 11001; and two upper-division PACS courses; and junior standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**Attributes:** Writing Intensive Course

**PACS 44040 NEGOTIATION 3 Credit Hours**

(Slashed with PACS 54040) Effective negotiation skills are essential for success in both our professional and personal lives. This course explores in an engaging and interactive way negotiation theories, strategies and techniques. Students will enhance their negotiation skills by learning to plan for an effective negotiation, to elicit information effectively, to build relationships, to improve their communication and persuasive abilities and to deal with a variety of situations and circumstances. There will be several opportunities to practice negotiation skills in class, to experiment with different approaches, and to develop the skills and confidence to be able to negotiate effectively and constructively.

**Prerequisite:** None.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**PACS 45093 VARIABLE TOPIC WORKSHOP IN PEACE AND CONFLICT STUDIES 1-6 Credit Hours**

(Repeatable for a total of 6 credit hours) Variable topic offered as need arises. Specific topics will be announced in the Schedule of Classes and on the School of Peace and Conflict Studies website.

**Prerequisite:** Special approval.

**Schedule Type:** Workshop

**Contact Hours:** 1-6 other

**Grade Mode:** Satisfactory/Unsatisfactory

**PACS 48080 MEDIATION: THEORY AND TRAINING 3 Credit Hours**

(Slashed with PACS 58080) Provides training in mediation skills, principles and methods in an interactive way. Students examine the historical development of mediation and the uses of mediation in various contexts including family, business, labor-management, civil, community, and workplace disputes.

**Prerequisite:** PACS 11001.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**PACS 49091 VARIABLE TITLE SEMINAR IN PEACE AND CONFLICT STUDIES 1-3 Credit Hours**

(Repeatable for a total of 3 credit hours) Seminar devoted to detailed study of various topics in the field of peace and conflict studies. Specific topics are announced in Schedule of Classes and on the School of Peace and Conflict Studies website.

**Prerequisite:** Junior standing.

**Schedule Type:** Seminar

**Contact Hours:** 1-3 other

**Grade Mode:** Standard Letter

**PACS 54040 NEGOTIATION 3 Credit Hours**

(Slashed with PACS 44040) Effective negotiation skills are essential for success in both our professional and personal lives. This course explores in an engaging and interactive way negotiation theories, strategies and techniques. Students will enhance their negotiation skills by learning to plan for an effective negotiation, to elicit information effectively, to build relationships, to improve their communication and persuasive abilities and to deal with a variety of situations and circumstances. There will be several opportunities to practice negotiation skills in class, to experiment with different approaches, and to develop the skills and confidence to be able to negotiate effectively and constructively.

**Prerequisite:** Graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**PACS 58080 MEDIATION: THEORY AND TRAINING 3 Credit Hours**

(Slashed with PACS 48080) Provides training in mediation skills, principles and methods through cooperative, participatory, interactive, skills-building pedagogies. Students examine the historical development of mediation and the uses of mediation in various contexts including family, business, labor-management, civil, community, and workplace disputes.

**Prerequisite:** Graduate Standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter