

CONTINUING EDUCATION

The University of Texas ARLINGTON

Certificate in Mediation and Dispute Resolution

The study and use of alternative dispute resolution processes has increased rapidly over the past two decades in the public and private sector. Courts, business owners, employers, HOAs, realtors, and universities as well as government agencies are using mediation to help improve working relationships, cut legal costs, and increase productivity.

The Mediation and Dispute Resolution Professional Certificate Program is designed for those wishing to enhance their knowledge and practice of dispute resolution process, for people pursuing a career in dispute resolution, and those seeking to improve their communication skills for personal growth. The curriculum explores the history of dispute resolution and merges a theoretical grounding with a practical application of collaborative problem solving to offer a solid educational experience.

Completion of the program shows evidence to a prospective or current employer of recent professional-level training and development in this field for career advancement and/or salary increase purposes. Participants will receive Continuing Education Units for program courses completed and courses may fulfill continuing education requirements for specific professions.

Certificate Requirements

Candidates for the certificate must complete a total of seven courses: four required courses, two electives, and one practicum. Candidates must successfully complete all certificate required courses and practicum in order to receive the overall program certificate. The program may be completed in 18 – 24 months; however, candidates have three years from the date their first course ends to complete the program.

Required Courses

The Nature of Conflict and the Legal System (40 hours)

This course addresses the nature of conflict and the implications the law has in the mediation process. The fundamentals of the American Legal System will be reviewed. Participants will review the legal reasoning process needed to interpret case law and statutes. Research methods and materials used by judges and attorneys on how they find and interpret the law will be discussed.

Introduction to Negotiation (40 hours)

Learn theoretical knowledge and practical skills essential to become an effective negotiator. The art and science of negotiation is a skill that can be taught and then developed. Participants will learn successful strategies and tactics for negotiation, as well as have opportunities to practice

their skills in role play scenarios. This course offers a systematic approach to mastering the basic fundamentals of becoming an excellent negotiator and managing conflict.

Basic Mediation (40 hours)

\$349.00

The course provides an overview of the theoretical and practical aspects of the mediation process. Participants will learn a developmental process to conduct mediations, and practice fundamental dispute resolution skills, such as listening, reframing, summarizing, problem-solving, and creating a safe non-threatening environment. Through lecture, discussion, video simulations and interactive exercises of role plays, participants will gain a functional knowledge of the power and practice of mediation. This satisfies the 40 hour requirement CEUs with 3 hours of ethics. It also satisfies the Texas Court requirement for mediation programs.

This course is excellent for persons seeking to receive the basics about mediation and to begin the process of learning what mediation involves. It can help anyone professionally and personally in resolving disputes, and supervising people, and anyone who is seeking to become a mediator. MCLE's and CEU's are given.

Advanced Mediation and Negotiation (30 hours) **\$349.00**

The course is a comprehensive study of the conceptual and interpersonal skills required to engage in effective negotiation. Topics include analyzing the negotiation context, preparing a negotiation plan, conducting negotiation sessions, resolving impasses. Special emphasis will be placed on negotiating with labor, healthcare and union issues and writing an agreement in a mediation context. Further, this course focuses on multi-party negotiations and transactions working teams and negotiating on behalf of complex organizations, governments, corporations, and unions. This course is great for attorneys, physicians, unions representatives, executives, experienced mediators, social workers, psychologists, educational supervisors, and clergy personnel. Pre requisite: Basic Mediation

Mediation Practicum (TBA)

Two Electives Required

Advanced Family (30 hours)

\$349.00

This course is designed to build upon and develop a mediator's knowledge and ability to serve as a third party in domestic relations. More difficult facts and issues will be presented and discussed such as how abusive relationships impact the parties and dispute resolution. Upon successful completion of this course, persons will be able to demonstrate the knowledge application and understanding of more complex relations issues, and how cases involving these issues can be successfully mediated.

This course is great for persons who are mediators, attorneys who practice family law, social workers, child protective services persons, counselors, and clergy personnel. MCLEs and CEUs will be given.

Mediation in the Employment sector: Workplace Conflict (24 hours) **\$299.00**

This course serves as an introductory course to the sources and causes of conflict within business organizations, colleges and universities, both public and private. It addresses

implementation issues, such as working with multiple and often polarized senior stake holders, that must be addressed when implementing mediation and conflict resolution services, within business settings. DVD simulation and case studies are used to help persons assess workplace conflicts, and to provide specific skills necessary for managing and preventing workplace disputes.

This course is great for human resource managers, supervisors, employees, attorneys, and professionals. CEUs and MCLE credit will be given for participants, through the Texas State Bar, The Board of Examiners for Social Work, Licensed Professional Counselors, Psychologists and other professional educators who seek continuing education credit.

Transformational Mediation (30 hours) \$349.00

Transformational Mediation is an approach to conflict intervention that is used in a wide range of settings including the courts, the community, and the governmental arena. It has been adapted for interventions that address team development and multi-party disputes. This course provides an understanding of the core purpose and foundational principles of transformative practice as well as teaches mediators how to guide disputants in taking sole responsibility for all outcomes. Through readings, class discussions, video illustrations, and skill building exercises, participants will be exposed to this approach to mediation practice.

Certificate in Mediation and Dispute Resolution Course Schedule January 2010 – December 2010					
	Hours	Fall	Winter	Spring	Summer
The Nature of Conflict and the Legal System	30		*		
Basic Mediation Training	30	*		*	
Introduction to Negotiation	40		*		
Advanced Mediation and Negotiation	30			*	
Mediation Practicum <i>(as needed)</i>	40				
Mediation in the Employment Sector (elective)	24				*
Transformative Mediation (elective)	20				*
Advanced Family Mediation (elective)	30	*			